



PROMOTION OF SPECIALISED TRAINING IN DIGITAL SKILLS FOR EMPLOYEES, AIMING AT THEIR (RE) QUALIFICATION IN DIGITAL AREAS AND THE DIGITAL TRANSFORMATION OF EMPLOYERS, BY RESPONDING TO THE TRANSVERSAL NEEDS OF COMPANIES.

# “More Digital Jobs”

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In the context of the need for digitally trained staff, the “More Digital Jobs” programme, makes a diagnosis of the companies’ needs and tries to define solutions that meet those needs, aiming at complete digital transformation plans for human resources.

Name of the PES	IEFP – Institute for Employment and Vocational Training
When was the practice implemented? (including start and end date for pilot projects)	The project started in 2020. In the first phase (until June 2022), a pilot project (with its details being described in this practice) is carried out. In the subsequent second phase (starting in July 2022), the project will be extended to all economic sectors and companies and it will involve all social partners.
What was the driver for introducing the practice? Was it internal or external?	The “More Digital Jobs” programme was developed in order to respond to the substantial digital transformation in the business sector, which causes an increased demand for digitally trained employees. The project was started at the end of 2020 after signing a partnership agreement between IEFP, the Portugal Digital Mission Structure (Estrutura de Missão Portugal Digital) and the Portuguese Entrepreneurial Organisation (CIP-Confederação Empresarial de Portugal). A second cooperation agreement was signed between the IEFP and the Portuguese Confederation of Commerce and Services (CCP-Confederação do Comércio e Serviços de Portugal).
Which organisation was involved in its implementation?	The IEFP, the Portuguese Digital Mission Structure, the CIP, and the CCP.
Which groups were targeted by the practice?	Active employees of companies integrated in the Social Partners’ Associations, preferably with qualifications of levels 2, 3 and 4 of the National Qualification Framework. Employees with a higher level of qualifications may also be integrated, as long as the training is compatible with their qualifications.
What were the practice’s main objectives?	<p>The programme offers specialised training in different digital areas with the objective of responding to identified transversal needs of companies. The training plans aim to:</p> <ul style="list-style-type: none"> <li>▶ Increase digital skills, both as an inclusive factor for workers and an important impulse for economic transformation.</li> <li>▶ Promote the empowerment and digital inclusion of the human resources and the modernisation and digital transformation of companies, thus contributing to the employers’ competitiveness.</li> <li>▶ Support a faster adjustment between supply and demand of digital skills and qualifications in the labour market.</li> <li>▶ Provide the labour force in Portugal with operational digital skills to allow them to respond to the changes resulting from the digitalisation of processes and procedures.</li> </ul>
What activities were carried out?	<p>The programme is based on four steps:</p> <ol style="list-style-type: none"> <li>1. identification of employers’ needs,</li> <li>2. selection/adjustment of training content,</li> </ol>



	<p><b>3.</b> certification, <b>4.</b> monitoring throughout the process.</p> <p>The training is implemented by training providers which comply with the legal requirements to provide training. It can also be delivered by the Direct Management Centres and by the Participating Management Centres of IEFP's network.</p>
What resources and other relevant organisational aspects were involved?	The organisation and development of the project are assured by its partners (see above) and other relevant stakeholders, in order to ensure the effectiveness of the initiative..
What were the source(s) of funding?	European (NextGenerationEU) and National Funds (among others, the national funds come from the IEFP's budget). The project is also included in the Recovery and Resilience Plan (RRP), and has an allocation of € 94 million.
What were the outputs of the practice: people reached and products?	At the end of 2021, 14 010 active employees from 6 540 employers benefited from the initiative and participated in 850 training sessions. 8 716 trainees have concluded their training and have received certification.
What outcomes have been identified?	All participants have developed new operational digital skills, allowing them to better respond to the digital developments at their workplace.
What are the lessons learnt and success factors?	Success factors are the programme's capacity of improving the cooperation between different public administrations, the mobilisation of several stakeholders, and the linking of the curricula to real employers' needs, thus boosting their competitiveness. The fact that the first agreement with the CIP led to a second agreement (with the CPP) and that the Portugal Tourism Confederation also manifested its interest, shows that the employers believe in the project.



#### Contact details for further information

Departamento de Formação Profissional

**Address:** Rua de Xabregas, 52 - 1949-003 Lisboa - Portugal

**Email:** [dfp@iefp.pt](mailto:dfp@iefp.pt)

**Telephone:** +351 215 803 000

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