Digital Skills
The heart of Europe's Digital Transformation

Ikram Khatir, Digital Skills Expert.
Brian Cochrane, Schuman Associates.

04 March 2025

Agenda

11:00 – 11:30 EU Digital Skills Strategy
11:30 – 12:10 EU Projects & Funding
12:10 – 12:30 Q&A Session

EU Digital Skills Strategy

Ikram Khatir, Digital Skills Expert.

The EU Vision

"Digital is the Make-or-Break issue... We have to double down to shape our digital transformation according to our own rules and values"

Commission President Von Der Leyen's State of the Union speech (September 15th 2021

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EU Workforce Skills: Drivers, Challenges and Opportunities

The **skills of the European workforce** vary widely across regions, sectors, and demographics, several key trends and insights could help paint a clear picture of the EU skills landscape:

- **Digital transformation**: A major push for digital skills, especially in IT, AI, and cybersecurity.

- **Green transition**: Growing demand for skills related to sustainability and renewable energy.

- **Soft skills**: Increasing importance of interpersonal and communication skills in a rapidly changing work environment.

- **Youth unemployment**: A focus on equipping young people with the skills needed to enter the labor market.

- **Demographic shifts**: Addressing the skills needs of an aging workforce and providing reskilling opportunities for older workers.

- **Skills mismatch**: Tackling the gap between the skills the workforce has and the skills employers need.

EU Skills Agenda

- The European Skills Agenda includes 12 actions organized around four building blocks:

- A call to **join forces** in a collective action:
  - Action 1: A Pact for Skills

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- **Actions to ensure that people have the right skills for jobs:**

  - Action 2: Strengthening skills intelligence

  - Action 3: EU support for strategic national upskilling action

  - Action 4: Proposal for a Council Recommendation on

  - Action 5: Rolling out the European Universities Initiative and upskilling scientists

  - Action 6: Skills to support the twin transitions

  - Action 7: Increasing STEM graduates and fostering entrepreneurial and transversal skills

  - Action 8: Skills for life

2

- **Tools and initiatives to support people in their lifelong learning pathways:**

  - Action 9: Initiative on individual learning accounts

  - Action 10: A European approach to micro-credentials

  - Action 11: New Europass platform

3

- A framework to **unlock investments** in skills:

  - Action 12: Improving the enabling framework to unlock Member States' and private investments in skills

4

European Skills Agenda Objectives:

Indicators	Objectives for 2025 (in %)
Participation of adults aged (25-64) in learning during last 12 months	50%
Participation of low qualified adults 25-64 in learning during the last 12 months	30%
Share of unemployed adults aged (25-64) with a recent learning experience	20%
Share of adults aged 16-74 having at least basic digital skills	70%

Flagship EU Initiatives to support Digital Skills:

- <u>Digital skills and Jobs Platform</u>: Open access to learning resources, career guidance, and funding opportunities.
Supports National Digital Skills Coalitions in EU countries.

- The European Digital Education action plan (21-27): sets out the European Commission's strategic vision to enhance digital education and skills development for all EU citizens, with a particular focus on education and training systems.

- The Digital Decade Targets: a program with concrete targets and objectives for 2030, guides Europe's digital transformation

- Digital Europe Program (21-27)- 8,1b€: a funding program that aims at supporting digital transformation. It focuses on enhancing digital capabilities, promoting innovation and help EU economy growth

The Digital Education Action Plan

| Priority ONE	Priority TWO
Fostering the development of a high-performing digital education ecosystem	**Enhancing digital skills and competences for the digital transformation**

The Digital Decade: A comprehensive Framework That Guides All Actions Related to Digital

Skills

20 million employed **ICT specialists**, more graduates + gender balance
80% of adults can **use tech** for everyday tasks

Government

Key Public Services - 100% online
Everyone can **access health records online**
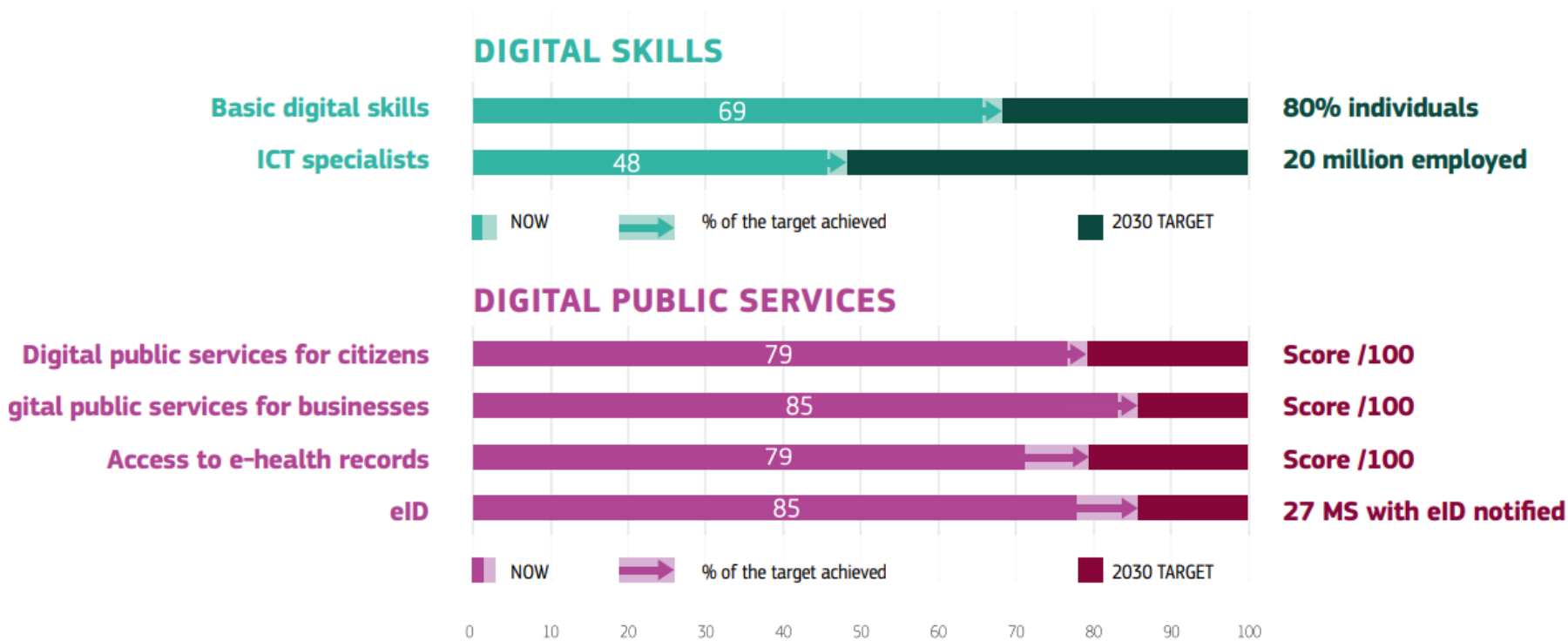Everyone can use **eID**
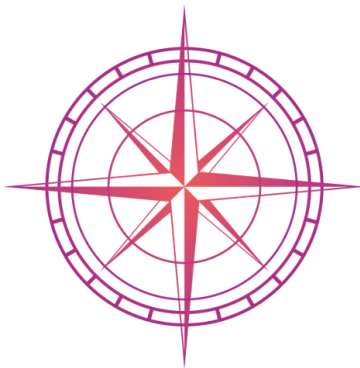
Infrastructure

Gigabit connectivity for everyone, **high-speed mobile coverage** (at least 5G) everywhere
EU produces 20% of world's **semiconductors**
10 000 **cloud edge nodes** = fast data access
EU **quantum computing** by 2025

Business

75% of companies using **Cloud, AI or Big Data**
Double the number of **unicorn startups**
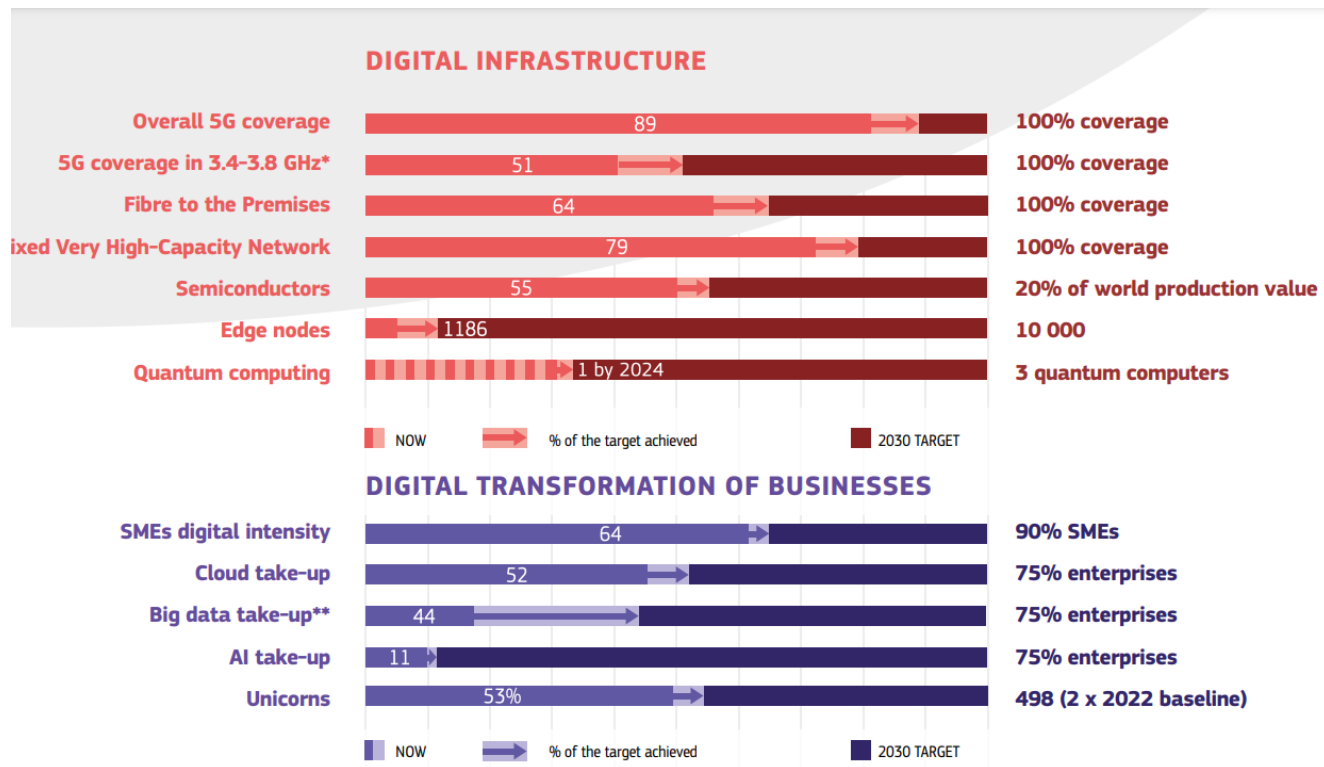90% of **SMEs taking up tech**

Where We Do Stand (2025)?

DIGITAL SKILLS

Basic digital skills	69	**80% individuals**
ICT specialists	48	**20 million employed**

NOW   → % of the target achieved   2030 TARGET

DIGITAL PUBLIC SERVICES

Digital public services for citizens	79	**Score /100**
gital public services for businesses	85	**Score /100**
Access to e-health records	79	**Score /100**
eID	85	**27 MS with eID notified**

NOW   → % of the target achieved   2030 TARGET

0   10   20   30   40   50   60   70   80   90   100

Source: EC. Report on the state of the Digital Decade 2024

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Where We Do Stand (2025)?

DIGITAL INFRASTRUCTURE

	NOW	% of the target achieved	2030 TARGET
Overall 5G coverage	89		100% coverage
5G coverage in 3.4-3.8 GHz*	51		100% coverage
Fibre to the Premises	64		100% coverage
Fixed Very High-Capacity Network	79		100% coverage
Semiconductors	55		20% of world production value
Edge nodes	1186		10 000
Quantum computing	1 by 2024		3 quantum computers

NOW — % of the target achieved — 2030 TARGET

DIGITAL TRANSFORMATION OF BUSINESSES

	NOW	% of the target achieved	2030 TARGET
SMEs digital intensity	64		90% SMEs
Cloud take-up	52		75% enterprises
Big data take-up**	44		75% enterprises
AI take-up	11		75% enterprises
Unicorns	53%		498 (2 x 2022 baseline)

NOW — % of the target achieved — 2030 TARGET

Source: EC. Report on the state of the Digital Decade 2024

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Digital Skills: A Long Way to Go

Significant work remains to be done to reach the 2030 targets on digital skills: only 55.6% of the EU's population has at least basic digital skills and, at the current pace, the number of ICT specialists will reach just 12 million by 2030

What's Next? Union Of Skills:

The Union of Skills initiative will focus on adult and lifelong learning, vocational education and training, and skills retention.

Four pillars are expected to be part of the initiatives:

- Identifying the Skills Europe Needs (Now & Future)
- Reskilling& Upskilling
- Skills/ Talent Mobility
- Attracting & Retaining Talent in Europe

EC To Communicate on March 5th about The new Union Of Skills initiative

Digital Skills Project Examples & Funding

Brian Cochrane, Senior Manager, Schuman Associates

What's Hot in Digital Skills?

Cybersecurity
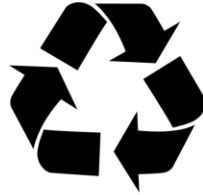
Sustainability

Digital Inclusion

Advanced Digital Skills

Digital Education

Women & Girls in Digital

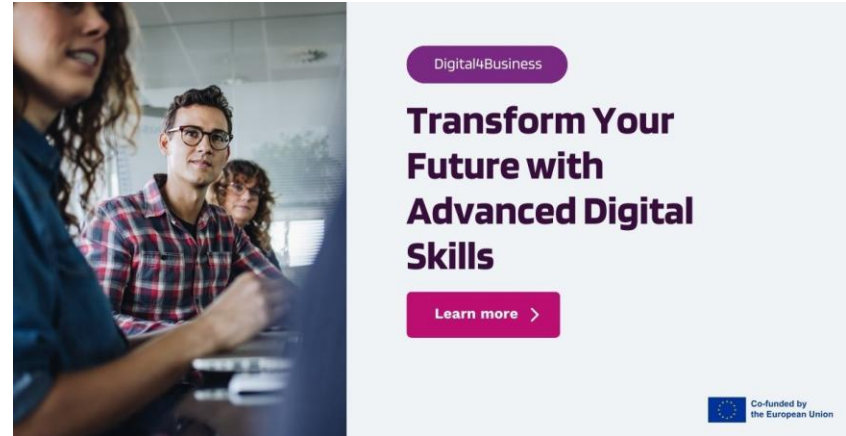# For companies, created by companies, in collaboration with leading EU universities

Digital4Business

Excited about mastering advanced digital skills?

Learn more ➤

Co-funded by the European Union

Digital4Business

Transform Your Future with Advanced Digital Skills

Learn more ➤

Co-funded by the European Union

- Industry Needs Analysis

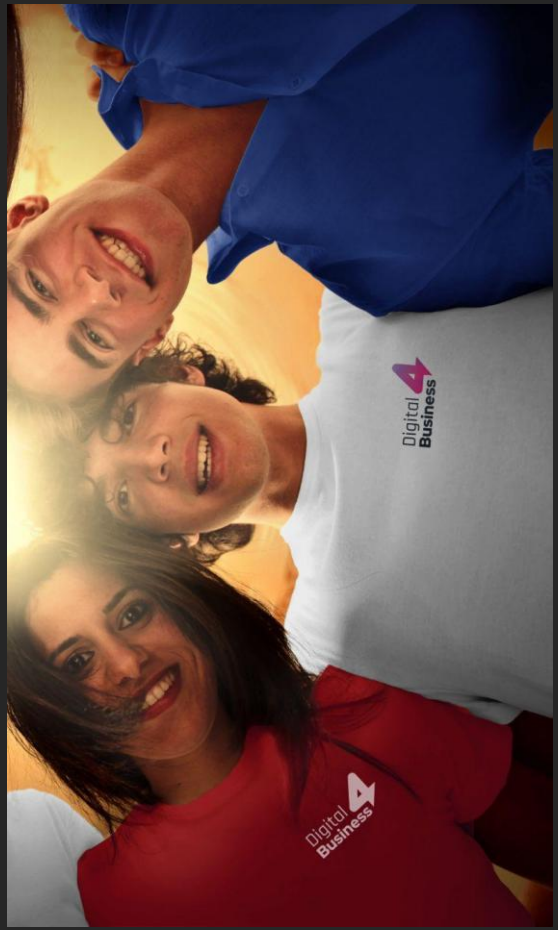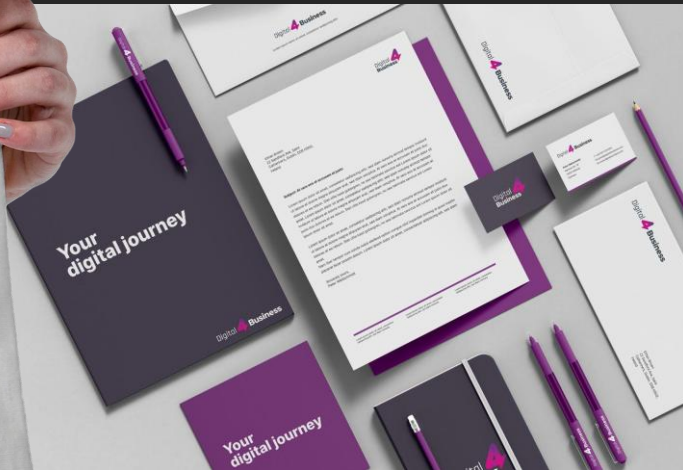- 60 ECTS Master's Programme

- Short Courses & Micro-credentials

- Part-time & Full-time Schedules

- Fully Online Delivery

- Flexible Modular Structure

- Networking Events, Workshops & Hackathons

- Mobility & Employability Programmes

Digital 4 Business

Evolving your digital future

Focused on fast-tracking the digital transformation of European SMEs

Digital4Business Curriculum Framework – 60 Credits

DIGITAL TRANSFORMATION (10 ECTs) – MANDATORY CORE MODULE			
ELECTIVES			
AI 4Business (10 ECTS)	Data Science 4Business (10 ECTS)	Cloud Computing 4Business (10 ECTS)	Cybersecurity 4Business (10 ECTS)
Blockchain 4Business (5 ECTS)	IoT 4Business (5 ECTS)	Programming 4Business (5 ECTS)	Quantum 4Business (5 ECTS)
Governance & Ethics (5 ECTS)	Innovation (5 ECTS)	Risk & Change Management (5 ECTS)	Generative AI (5 ECTS)

Digital **4** Business
Evolving your digital future

Digital4Security
Shaping Europe's cyber future

An innovative and market-led **European Masters Programme in Cybersecurity Management & Data Sovereignty** that will equip European SMEs and Companies with the cybersecurity management, regulatory and technical skills to prevent and respond to existing and emerging cybersecurity threats, helping to support long-term competitiveness and growth.

4 yrs | €20m | 35 Partners | 14 EU MS | 2500 students

Digital4Security
Shaping Europe's cyber future

Empowering the next generation of Europe's Cybersecurity Leaders

Aligned to 6 ENISA ECSF profiles in high demand among companies

Meeting the current and future Cybersecurity skills needs of European SMEs

60 ECTS online format for professionals

120 ECTS blended masters for traditional students

Stackable micro-credentials & short courses

Academic Accreditation and Industry Certification

CodeWeek
Build your digital future
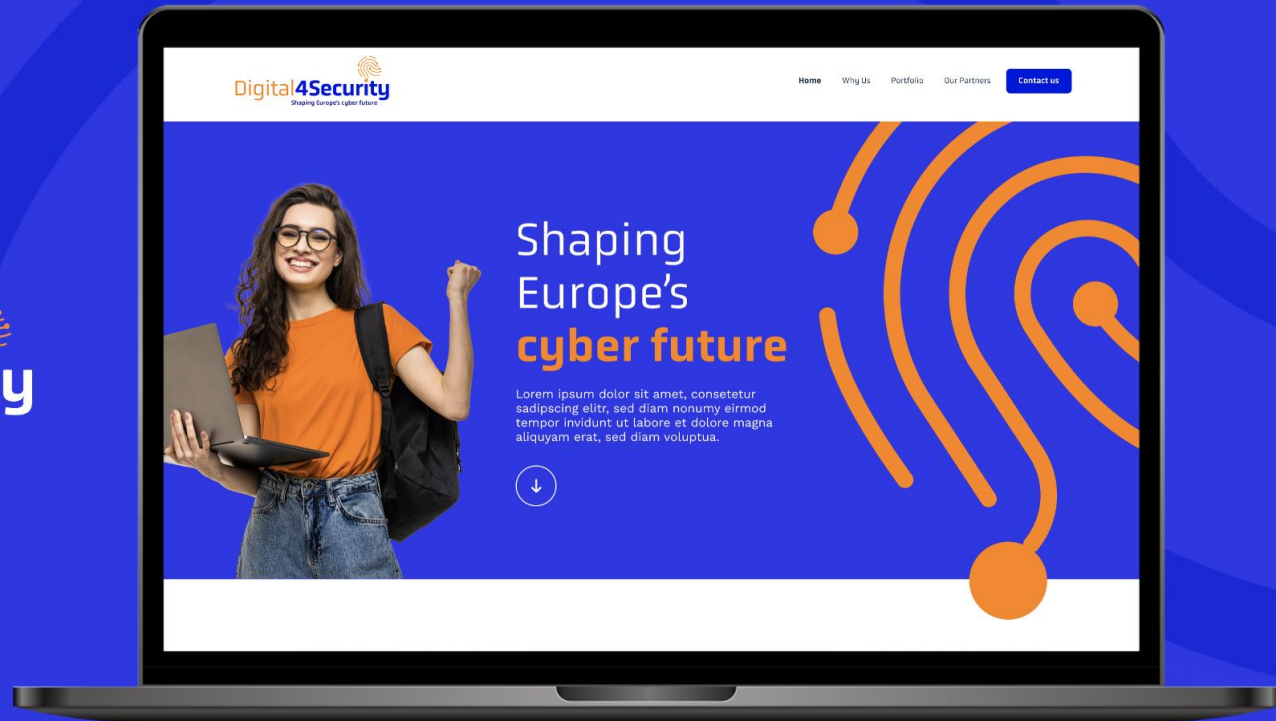
What is EU CodeWeek?

- Grassroots community movement started 14 years ago and supported by the EC.
- Promotes computational thinking, coding and tech related activities to young Europeans.
- Help students to understand programming & advanced digital technologies.
- Encourage more young people to pursue a career in Digital, especially Girls.
- Brings motivated people together to explore and learn about our digital world.

Funded by the European Union

THE CODE4EUROPE PROJECT

NEED (by 2030):
ICT Specialists: 20 million + gender convergence
Basic Digital Skills: min 80% of population
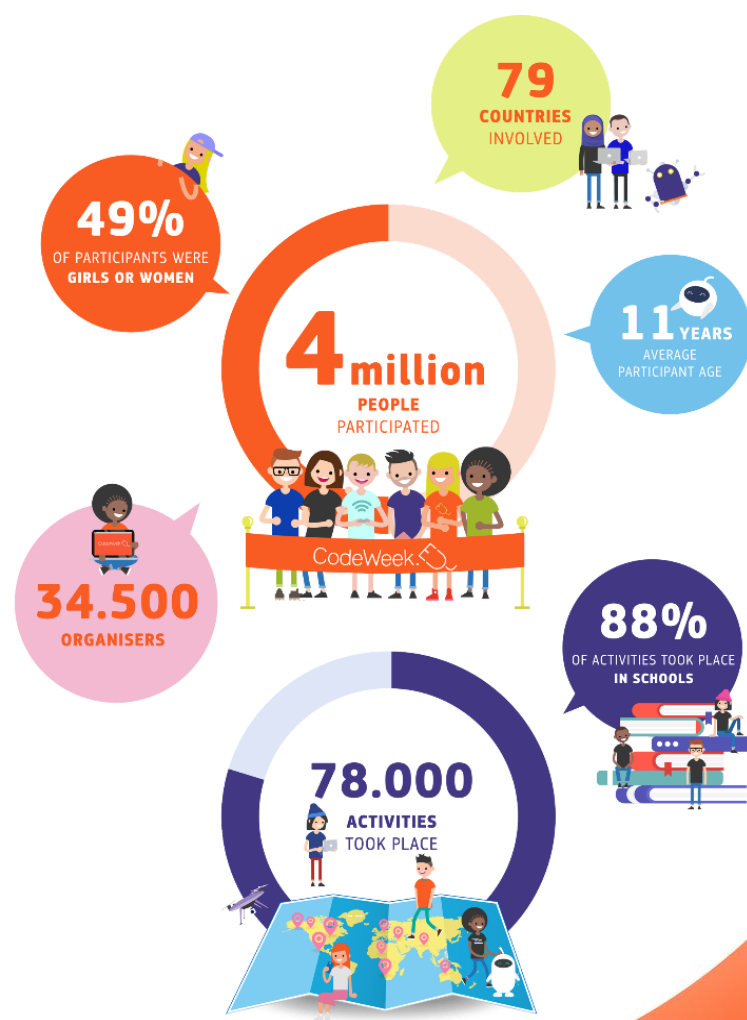
OBJECTIVES:
Scaling up the EU Code Week initiative
Increase the pool of young people, and in particular girls, studying STEM and ICT and/or embarking on a digital career

IMPACT:
25 million youth (14 million girls and women)
€450k digital upskilling activities recorded

45 Partners | €6m | 2 years | 20+ Countries

79 COUNTRIES INVOLVED

49% OF PARTICIPANTS WERE GIRLS OR WOMEN

4 million PEOPLE PARTICIPATED

11 YEARS AVERAGE PARTICIPANT AGE

34.500 ORGANISERS

88% OF ACTIVITIES TOOK PLACE IN SCHOOLS

78.000 ACTIVITIES TOOK PLACE

WHAT'S NEW IN CODE4EUROPE

- Network of **National and Regional Hubs**.
- **Coding with Minecraft** sessions.
- **Education** resources for schools.
- **Corporate Social Responsibility** (CSR) and increased industry collaborations.
- **Dream Jobs in Digital** Campaigns.
- Recruiting **roles models** from Industry.
- Dedicated **Girls in Digital** campaigns
- Support activity creation **for VET schools, Universities, SMEs and Industry**.
- Dedicated actions **for career orientation, gender balance, and DEI**.

- A more active role for **parents.**
- **Get the whole digital skills community behind EU CodeWeek!**

Skills**4**Retail
Building sustainable growth

A new Retail Skills Strategy for Europe, helping retailers introduce advanced digital technologies and adopt greener business models.

The project's focus is to **train fresh new talent for the sector** through training programmes in VET Schools and Higher Education Institutions, and the **reskilling of the existing workforce** via work-based learning and short-term modular courses.

Champion the digital revolution in your company **with Cloud.**

UpSkill in Cloud.

CloudCamp
4SMEs

Boosting Digital Transformation for European SMEs

CloudCamp4SMEs offers access to high-quality, low-cost training courses focusing on **high-demand digital skills for Cloud Technologies**.

The training content has been developed in partnership with global leaders AWS to **accelerate the digital transformation of SMEs** in the EU.

The programme includes tailored Cloud training for **Business Leaders & Technical Teams**, with expert support to implement cloud migrations.

€3m | 15 Partners | 9 Countries | 3 Years

Fast-tracking women into new tech careers and supporting successful female-led start-ups

Femme Forward is a forward-looking project targeting the low representation of women in digital jobs and start-ups. Through an innovative and comprehensive training programme, women with various backgrounds have been empowered to either start a career in tech or employ their experience and knowledge to set up a tech start-up.

Coordinator

Simplon.co, France

Partners

10

Associated Partners

4

Project value

€ 1.000.000

Trainees

500 Women

Participating Countries

Belgium, Cyprus, France, Germany, Greece, Italy, Romania, Spain

Where's all the Money?

Geographical scope	EU wide collective effort			National, regional and local level	
Project Maturity	Research & Innovation	Demonstration, pilots, best practice exchange		Deployments	
Programme	**Horizon Europe**	**Erasmus+**	**ESF+ Central (EaSI)**	**Digital Europe**	**Cohesion Funds/ of which ESF+**	**RRF**
Total Budget	€ 95.5 bn	€ 26.2 bn	€ 0.76 bn	€ 7.5 bn	€ 369.7 +19.3/ 98.5 bn	€ 723.8 bn
Type of projects	R&D projects and initiatives to strengthen the European research and innovation ecosystem.	Mobility and cooperation projects in education and training.	Cross-border partnership projects, EU-wide labour mobility schemes, analytical activities, survey, studies, etc.	Education & skills programmes in key digital technologies	Life-long learning, up-skilling and re-skilling, career transition, professional mobility	Education & skills reforms & investments

ADS Initiatives Managed by HaDEA

Specialized education programmes & modules in key capacity areas

Traineeships in key capacity areas

Short term trainings in advanced technologies

Digital skills platform

Digital transformation of Education

Advanced Digital Skills calls under DEP in 2025/26

Q2 / 2025:
Sectoral Digital Skills Academies

Q4 / 2025
Sectoral Digital Skills Academies

ELEVATE: European League of Advanced Digital Skills Academies

European Advanced Digital Skills Competitions

Q2 / 2026

Digital Skills and Jobs Platform CSA

Advancing Girls and women in digital

Excellence in higher education and training programmes in key digital areas and applied technologies

EdTech Accelerator

Thanks for Listening!

Any Questions?

www.**BCOnetwork**.eu

info@broadbandeurope.eu

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