



***European Alliance on Skills for Employability
- New Skills for New Jobs in Europe***

IT Star meeting

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The importance of e-skills for employability in Europe

The latest communication from the Commission on **ICT skills for the 21st century** unveiled that:

- **37%** of of the EU population has **no computer skills** whatsoever
- **More than 60%** of people not educated beyond lower secondary level have **no basic e-skills**
- An increase in the estimated number of **employed IT practitioners** during 1998-2004 of about 48%

The importance of e-skills for employability in Europe(2)

ICT skills: an important **entry ticket** to the job market – crucial for people that want to move into better jobs

ICT skills: key to the **future success of an organisation**

Survey result: **gap on e-skills (CompTIA)**

Solution: collaboration between employers, government, the education system and the ICT industry (multistakeholder partnership)

Launch of the Employability Alliance



- In January 2006 the European Alliance on Skills for Employability was launched at the presence of the EU Commission President Barroso.
- The partners committed to working in partnership across the Employability value chain to deliver skills and training opportunities for:
 - young unemployed
 - people with disability
 - older workers and the elderly
 - women (re)entering the labor market

What is the Employability Alliance?

- An autonomous initiative run under the umbrella of the much wider Industry Leadership Board organization





Objectives

- Help provide 20 million people in the EU with technology access, training and certification in IT and other skills required by current or future employers over the coming five years;
- Focus on young and older at-risk workers with lower employability prospects, people with disabilities and women (re)entering the labor market;
- Build upon and expand companies core competencies and our existing education, training, community and CSR programs;
- Work in partnership with government and NGOs to set up partnerships that respond to local e-skills gaps and needs

Added Value

- Multistakeholder partnership: Alliance of **different companies, sectors and influentials** (NPO and public agencies)
- Each partner has **specific know-how** that will help to build **strong, integrated projects**
- Deliver the **skills trainings demanded by the job market to the targeted people**
- Corporate Social Responsibility is done in **collaboration with the community** (companies, people, organizations, etc...)

The Employability Pathway



EA Chapters

EA launched in:

- UK
- Germany
- France
- Belgium
- Luxemburg
- Hungary
- Poland (under preparation)



Belgium



Projects within the Belgium Alliance:

I. Brussels – Interface3 Do-IT partnership

IT, business and administrative skills training to women.
Trained Beneficiaries: 4562. Around 65% of participants in the professional training courses have re-entered the workforce.

II. Wallonia – Technobel

Competence ICT centre where the mission is to inform and raise awareness of ICT, ensure training and contribute to the development of the Walloon economical environment.

Trained Beneficiaries: 1200.

On average, 70% of those trained have found a job within 6 months of the training.

Delivered training hours: 140 000

- Partners:

Organizations: Business & Society in Belgium, Comptia, ECDL

Companies: Randstad, Microsoft, CISCO, State Street, Belgacom, ITQ Group

Public Agencies: FOREM, VDAB, ORBEM/BGDA

NGOs: Technobel, Interface3, Bruxelles Formation, Do IT (Collectif des Femmes, Interface3, Interface3 Namur, Sofft, CDR, Atel, SPK, BLM, IGO Leuven, Link in de Kabel, Aron)



Germany - IT Fitness initiative

- Founding members of the IT Fitness partner network: Randstad, Microsoft, State Street and Cisco
- Partnership with:
German Association of the IT Industry (BITKOM),
German Confederation of Skilled Crafts (ZDH),
and since recently: Deutsche Bahn AG and German Federal Employment Agency



Two initial projects were unveiled at the IT Fitness launch:

- I. Together with the German Confederation of Skilled Crafts, Microsoft has developed an online platform, on which apprentices can improve their IT skills
 - ✓ Result: over 1 million and 170 000 people have already taken the online test!
 - ✓ Goal: reach 4 million people!!!
- II. Together with the Saxonian Technology Center Zwickau, Cisco and Microsoft help disadvantaged young people to acquire essential IT knowledge

Hungary – TITAN program

- TITAN Program launched with integrated approach to fix e-skills gap on all levels

“We would like to attain the goal that tens or hundreds of thousands of Hungarian SMEs would benefit from both high-level ICT skills and digital literacy as a natural part of their everyday lives”

Mr Ferenc Gyurcsány
Prime Minister, Hungary





Poland - CompTIA Creating Futures

- CompTIA Creating Futures: one of the projects with the Polish Chapter of the Alliance, expected to be launched in the end of 2008
- Project is currently under implementation
- Creating Futures builds pathways that help individuals from under-represented populations to overcome barriers to employment and achieve successful, long-term IT careers – enabling these individuals to change their lives for the better
- The program is working with local partners to:
 - Identify local employer needs
 - Recruit individuals from under-represented populations
 - Train participants in computer usability skills and employer specific needs (ECDL certification)
 - Place candidates in full-time, entry-level work opportunities with local employers



Creating Futures – CompTIA’s contribution to the Polish Chapter



Conclusion remark

“ The most important phase of the European Union’s Growth and Jobs Strategy is underway and the spotlight is firmly on delivering results. Partnerships between the Member States and the private sector can also make a major contribution to Europe’s competitiveness as a region and for its citizens. I welcome the creation of the European Alliance on Skills for Employability. The Alliance is a leading example of how innovative business to business collaborations, working with different stakeholders, can provide opportunities to the European unemployed. Access to skills training, content provision and certification can help older workers, people with disabilities and the young to face the challenges of unemployment and the changing workplace and so contribute to Europe’s prosperity. I commend this initiative as it represents one of the best practices in this field.”

Vladimir Spidla, EU Commissioner for Employment, Social Affairs & Equal Opportunity, January 2006



About CompTIA

- The Computing Technology Industry Association (CompTIA) is the voice of the world's IT industry
- Our goal is to provide a unified voice, global advocacy and leadership, and to advance industry growth through standards, professional competence, education and business solutions
- Our members are the companies at the forefront of innovation; and the professionals responsible for maximizing the benefits organizations receive from their technology investment

www.comptia.eu



About CompTIA(2)

Information: timely and actionable market research examining the many facets of the ever-changing technology landscape

Networking: conferences, events and programs as a platform to exchange information and ideas, educate members and network with industry leaders

Influence: representation of the IT industry before governments, legislatures, regulators, the courts and the media around the world, focusing on policies that protect and advance the interests of the technology industry

Standards: best practices and standards across the industry via technology forums, special interest groups and leadership forums

Education: world's largest developer of vendor-neutral certifications for IT workers



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