Digital Skills and Jobs Coalition

The Digital Skills and Jobs Coalition Members Charter

Digital Skills for ICT Professionals

Digital Skills in Education

Digital Skills for Labour Force

Digital Skills for all citizens

The Digital Skills and Jobs Coalition

Members Charter[1]

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 digital skills strategies for all EU Member States – also addressing the modernisation of education – and implementing them with the support of national

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[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.

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 assess[2] 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.

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

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[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.

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.

Who can become a member of the Coalition?

Any public or private organisation, including Member States' governments, operating in the EU, who can support the above objectives and who can concretely help to (a) achieve a better life for our young unemployed, (b) greater adaptability of people in work particularly in SMEs, (c) a more competitive industry and (d) more generally a population that is ready to seize the opportunities and thrive in a digital economy and society - is invited to join.

What is a Pledge?

A pledge is a concrete commitment by a stakeholder(s) to carry out an initiative to reduce digital skills gaps in Europe, addressing one of the identified challenges/actions mentioned above. Coalition Members and other stakeholders can propose their initiatives by filling in the pledge template and submitting it to the Coalition secretariat. Further information on how to get involved in the Coalition and make a pledge can be found on the Coalition website:

https://ec.europa.eu/digital-single-market/en//digital-skills-jobs-coalition

Background on the Digital Skills and Jobs Coalition:

On 10th June the Commission announced the launch of the **Digital Skills and Jobs Coalition**, to develop a large digital talent pool and ensure that individuals and the labour force in Europe are equipped with adequate digital skills. The new Coalition builds on work already achieved under the Grand Coalition for Digital Jobs which has led to the training of more than 2 million people in digital skills since 2013, attracted the support of over 80 supporting organisation and led to the setting up of 13 national digital skills coalitions in the

Member States. The new Coalition will address not only ICT professional skills gaps but also digital skills related to the workforce, citizens more broadly and in education. To implement these ambitious goals requires the involvement of a broader set of stakeholders beyond those from the ICT sector, including those from ICT-using sectors, training organisations, academia and, importantly, also the social partners. It will also require strong partnerships between these various actors so that the initiative has impact and that "*The total is more than the sum of its parts*" (Aristotle).