

**VS/2010/0729**

**DEFINING A COMMON APPROACH FOR EMPLOYERS' AND EMPLOYEE ORGANISATIONS TO ADDRESS FUTURE CHALLENGES IN THE ICT SECTOR**

**PIN-SME and UNI Europa ICTS Common Position on:**

**e-SKILLS**

PIN-SME and UNI Europa ICTS agree on the following:

An ICT professional is an individual who has a set of ICT competencies that you need and can be developed.

At each stage of an individual's life they need the appropriate set of e-skills:

1. Youngster and what they learn
2. Good basic level at all forms of Higher Education (including Vocational) and Higher Education needs to keep up to date with business needs
3. ICT re-skilling programmes dedicated to other professional backgrounds
4. Company level – difference between SME and larger companies and how they manage their training – there needs to be a help to organise the training in SME's while multinationals already have their own programmes
5. Lifelong learning – cross sectorial e-skills programmes
6. 50+ how to organise them to stay (like 'Recycle Me')
7. Realise the need to develop more generalist ICT skills (for example - running a network may need PC maintenance and good PC skills)
8. Programmes to develop ICT Professional 'soft-skills'

There needs to be better co-operation between companies and unions about the e-skills required. In particular relating to the core e-skills required, so that individuals can be advised how to find new jobs or improve their current ones.

Social partners should work on the perception of the sector so that students, both male and female, are more likely to select an ICT education.

Use of vendor independent competency frameworks to assist in the development of a common language for the development of e-skills and to assist in the portability of e-skills, including the use of the European Qualifications Framework (EQF).

Considerations for those organisations involved in these programs to reduce their financial burdens, adapted to the member state situation could be for instance fiscal measures, social partner initiatives or reduce the cost of this education.

Establish the documentation and dissemination of existing best practices for e-skills across member states.

Set up mechanisms through which the industry can timely and efficiently understand and communicate its future needs to providers of education and training.

Approved on 26/09/2011 by

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Bruno Robine  
President PIN-SME

Approved on 26/09/2011 by

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Franca Salis Madinier  
UNI Europa ICTS President