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21 June 2019

Expert Workshop

# SUPPORTING SPECIALISED SKILLS DEVELOPMENT: BIG DATA, INTERNET OF THINGS AND CYBERSECURITY FOR SMES

The **workshop** will focus on the progress to date and the views and comments of experts on the revised proposal for a shared common vision for Skills Development for SMEs.

Please **register** via [info@skills.digitalsme.eu](mailto:info@skills.digitalsme.eu).

More **information** on: <https://www.digitalsme.eu/skills-home/>

**Date & time:** 21 June 2019, 11.00 – 16.00 hrs (lunch provided)

**Location:** European DIGITAL SME Alliance, Rue du Commerce 123, 1000 Brussels

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## Agenda

<b>11.00 hrs</b>	Introductions	<b>Sebastiano Toffaletti</b> , <a href="#">Digital SME Alliance</a> <b>André Richier</b> , <a href="#">European Commission</a>
<b>11.15 hrs</b>	A roadmap supporting Cyber, Data and IoT skills development in SMEs	<b>Niels van der Linden</b> , <a href="#">Capgemini Invent</a> <i>Followed by a group discussion fuelled and moderated by the Consortium</i>
<b>12.30 hrs</b>	<b>Lunch</b>	
<b>13.30 hrs</b>	The Irish <a href="#">cyber-skills initiative</a>	<b>Dave Feenan</b> , Acting <a href="#">ICT Skillnet</a> Manager
<b>14.30 hrs</b>	SMESEC: a lightweight Cybersecurity framework for thorough protection of SMEs	<b>Dr. Samuel A. Fricker</b> , professor of requirements engineering at <a href="#">FHNW</a> University of Applied Sciences and assistant professor at <a href="#">Blekinge</a> Institute of Technology
<b>15.30 hrs</b>	Conclusions & recommendations	<b>Niels van der Linden</b> , <a href="#">Capgemini Invent</a>
<b>16.00 hrs</b>	Closure	

# CYBERSECURITY, BIG DATA & IOT SKILLS DEVELOPMENT IN SME'S



## Vision Statement

Enabling the increasing adoption of cybersecurity, big data, and IoT by European SMEs via support measures that structurally enhance the supply of necessary skills and facilitate organisational development.



## Supporting Measures



### Business Strategy

#### Support strategy development to advance adoption of Cyber, Data, IoT by SMEs

- Stimulate initiatives that create sense of urgency amongst owners/management SMEs
- Build on PPPs (ECSO, BDVA, AIOTI) to stimulate innovation and new business models
- Increase participation owners/management in training initiatives with employee
- Fund Cyber audits to assess security level of SMEs
- Design frameworks/blueprints that help SMEs to implement when building capabilities



### Skills Strategy

#### Support structured skills development in SMEs

- Promote blueprints, practical frameworks and tools that show SMEs how to organise smart (HR) strategy and support re roles, recruitment, sourcing, development paths
- Self-assessments to enable SMEs to detect skills gaps
- Quality labels to better recognise value of training and allow comparison
- Monitor market trends and inform (especially IT-using) SMEs to avoid lock-in



### Access

#### Improve access to guidance and training & strengthening ecosystems

- Intensify initiatives at all levels that provide SMEs with nearby support & increase offers
- Stimulate knowledge exchange between hubs & increase re-use/upscaling
- Stimulate collaboration between hubs & education system to better tailor to SME needs
- Mobilise accelerators to promote good practice and possibilities, involve associations but also accountants and possibly insurance companies



### Tailor training & education

#### Tailor education and training to SMEs' needs

- Provide modular, blended, learning modules with a flexible timing, innovative methods (gaming) and with focus on hard and soft skills. Clear language. Dedicated focus on the technologies and in the context of the SME. Engage owner & specialist to participate to embed in strategy.
- Stimulate collaboration between SMEs and education to better tailor to needs
- Monitor offers and take-up to increase understanding of needs & detect gaps



### Increase supply

#### Increase overall supply of resources

- Design EU-wide mechanisms to recognise skills acquired through informal and non-formal training & harmonise certification
- Tap into unexploited pool of 'green talent' via cyber-aptitude test; support internships
- Innovate educational programmes & increase mobility of scarce experts
- Integrate specific Cyber/Data/IoT-modules in non-tech curricula (or as stand-alone) and/or offer free BIC courses to graduates from non-STEM disciplines



### Reduce costs

#### Decrease financial constraints & increase transparency funding opportunities

- Apply cost-sharing models in courses
- Make certain programmes free of costs
- Stimulate voucher schemes for fostering skills development and cyber audits
- Enable joint procurement – via shared services or platforms
- Illustrate the business case & promote good practice to all regions in Europe