

Upskilling and reskilling initiatives for workforce and citizens in Latvia

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Trends which requires new skills

Demographic change

- Aging population
- High emigration of mostly young population

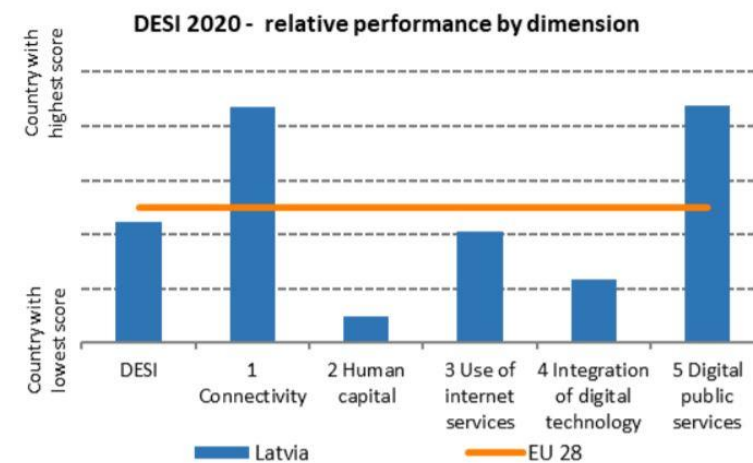
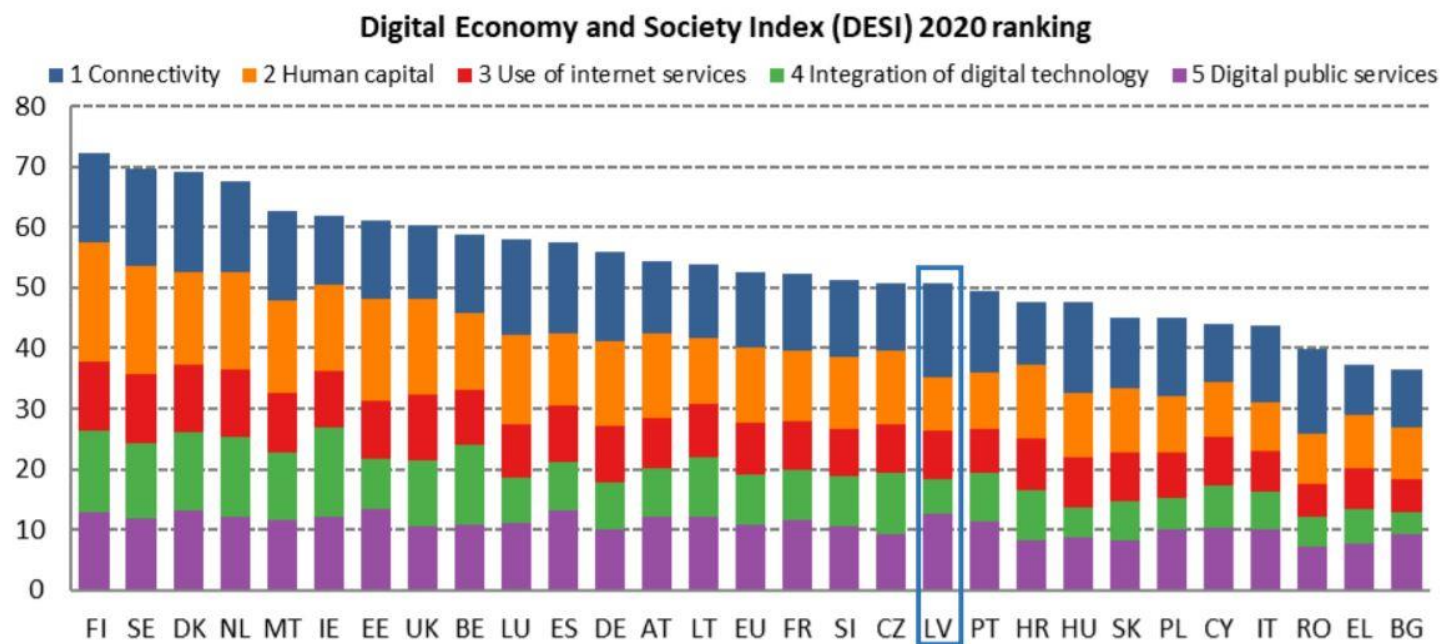
Digital transformation

- Rapid development of new technologies
- Jobs impacted by automatization
- New forms of learning and working

Globalization

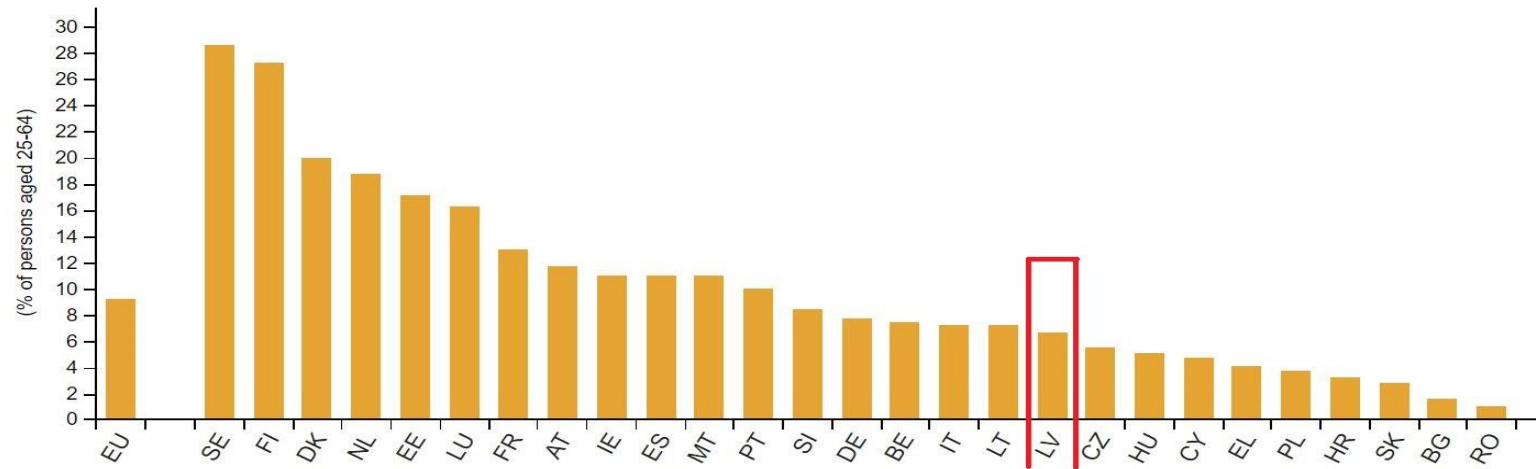
- More integrated economy
- Remote work catalyzes new workforce globalization

Digital Economy and Society Index, 2020



Participation in adult education

Participation rate in education and training, last 4 weeks - 2020

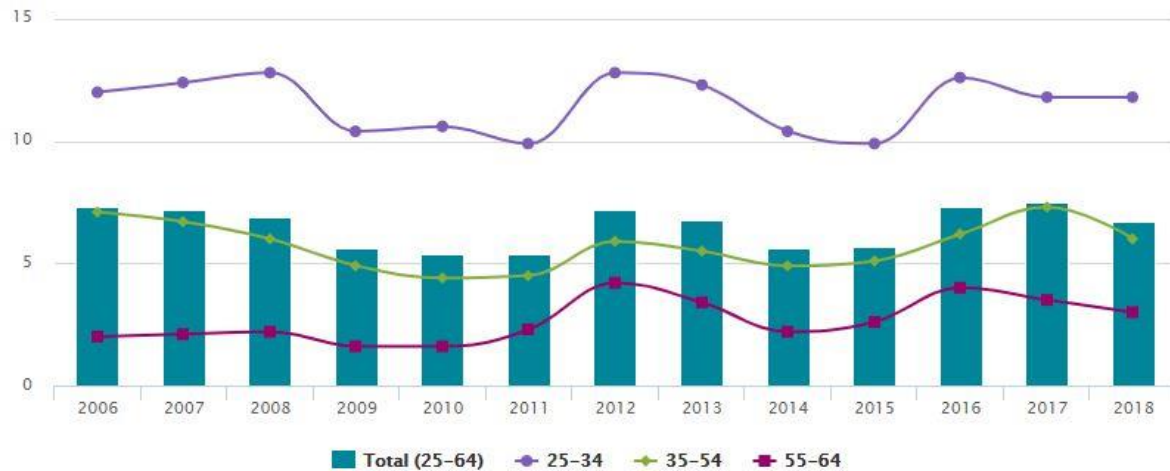


Source: Eurostat (online data code: trng_lfse_01)



Adult learning by age group

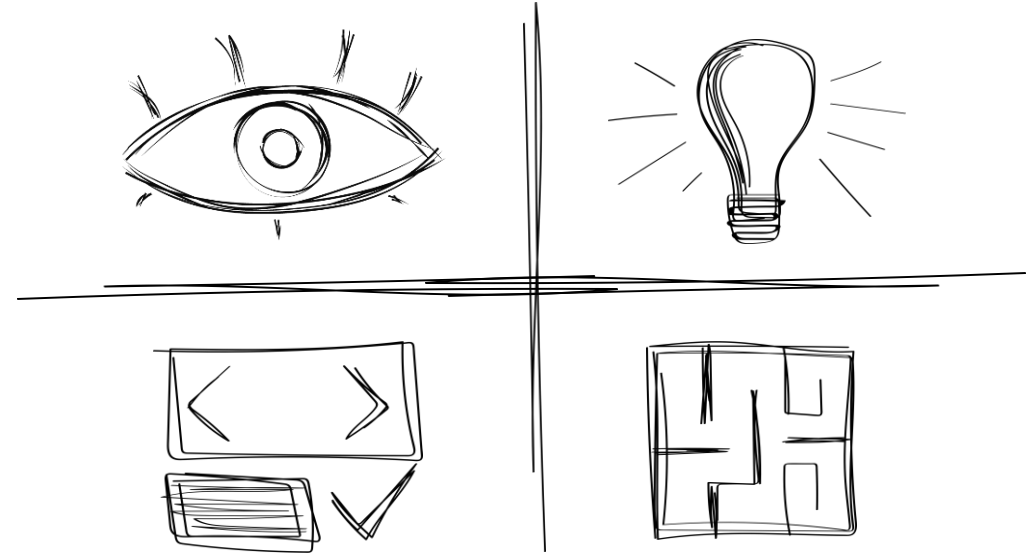
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[View table in database](#)

Funding of upskilling and reskilling initiatives

- EU funds - ERDF, ESF, Erasmus + ,.etc.
- State initiatives - procurements
- Training paid by employer, as well as in-house training
- Reskilling – private companies
- Individuals - pay for themselves



Digital transformation Guidelines 2021-2027

- Basic digital skills for all citizens
- Digital skills to use latest technologies and digital services by citizens, public administration employees and SME's
- Digital skills to create and provide innovative digital services and products
- Digital skills in education system
- Digital skills in health care system

The guidelines sets the following KPI for Latvia in digital skills area by 2027 :

- 70 % of citizens with at least basic digital skills
- 45 % of citizens with above basic digital skills
- 3% of ICT specialists among employed

Support of citizens - initiative Dari Digitāli!

- A developed high quality and comprehensive network of digital agents will support and encourage different groups of society to improve digital skills and the use of public digital service
- 2020 – training for 6000 digital agents (700+ public digital services)
- 2021 – further development of digital network (800+ public digital services)
- Implemented by Ministry of Enviromental Protection and Regional Development



Training for ICT professionals

- The aim of the project is to increase the qualification of employed ICT professionals by promoting the introduction of technological innovations and increasing productivity, thus promoting the increase in the number of innovative companies, the increase in the share of ICT sector exports and the growth of the ICT sector.
 - 1400 ICT professionals
 - Training based on requirements of employers
- As a result of the training, companies must implement at least one innovation according to OECD innovation classification. ICT professionals obtain international certificates of technology manufacturers and standards maintainers, which confirm the qualification of ICT professionals, increase competitiveness in foreign markets, thus increasing the share of ICT sector exports.
- Implemente by LIKTA, Ministry of Economics

Training for SME's

53% of jobs are provided by SME's

- The aim of the project is to promote the understanding about innovations and to increase the qualification of employees and self-employed persons of small and micro enterprises (MMU), thus promoting the implementation of technological innovations and increasing work efficiency and productivity.
- Trainings are implemented in the following thematic blocks (based on DigComp and EntreComp):
 - 1. Digital technologies;
 - 2. Digitization of the company's internal processes;
 - 3. Digital tools for production and service development.

6200 employees or self-employed persons



Training for employed persons

- Project goal «To improve the professional competence of employed persons in order to timely eliminate the discrepancy of the qualification of the labor force with the demand of the labor market, to promote the competitiveness of employees and increase of labor productivity»
- Target audience - employed and self-employed population
 - Priority to participate in the project for employees of social risk groups:
 - at the age of 45 with a low-level education (completed or incomplete primary education or general secondary education)
 - refugees and persons with alternative status

ESF project «Improvement of professional competence of employed persons»
Implemented by State Education Development Agency

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neatliec



Training programs and services provided within the project

professional further education programs (480 - 1280 hours), at the end of which it is possible to receive a qualification certificate and obtain a profession

professional development programs (160 - 320 hours), at the end of which a professional development certificate can be received

non-formal education programs (not more than 159 hours), at the end of which a certificate can be obtained

modules or sets of modules consisting of a set of different knowledge, skills and competences and leading to a certificate

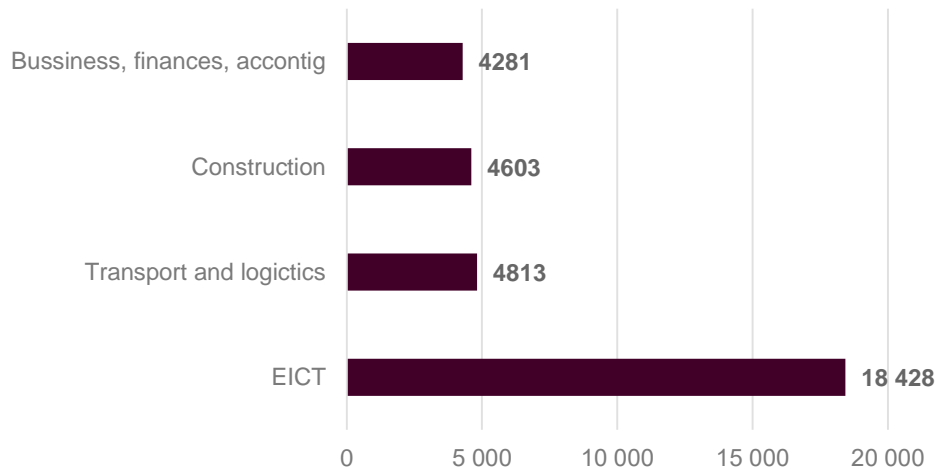
study courses or study modules from a licensed study program of an accredited study field, which must be acquired in higher education institutions or colleges

Assessment of professional competence acquired outside the formal education system

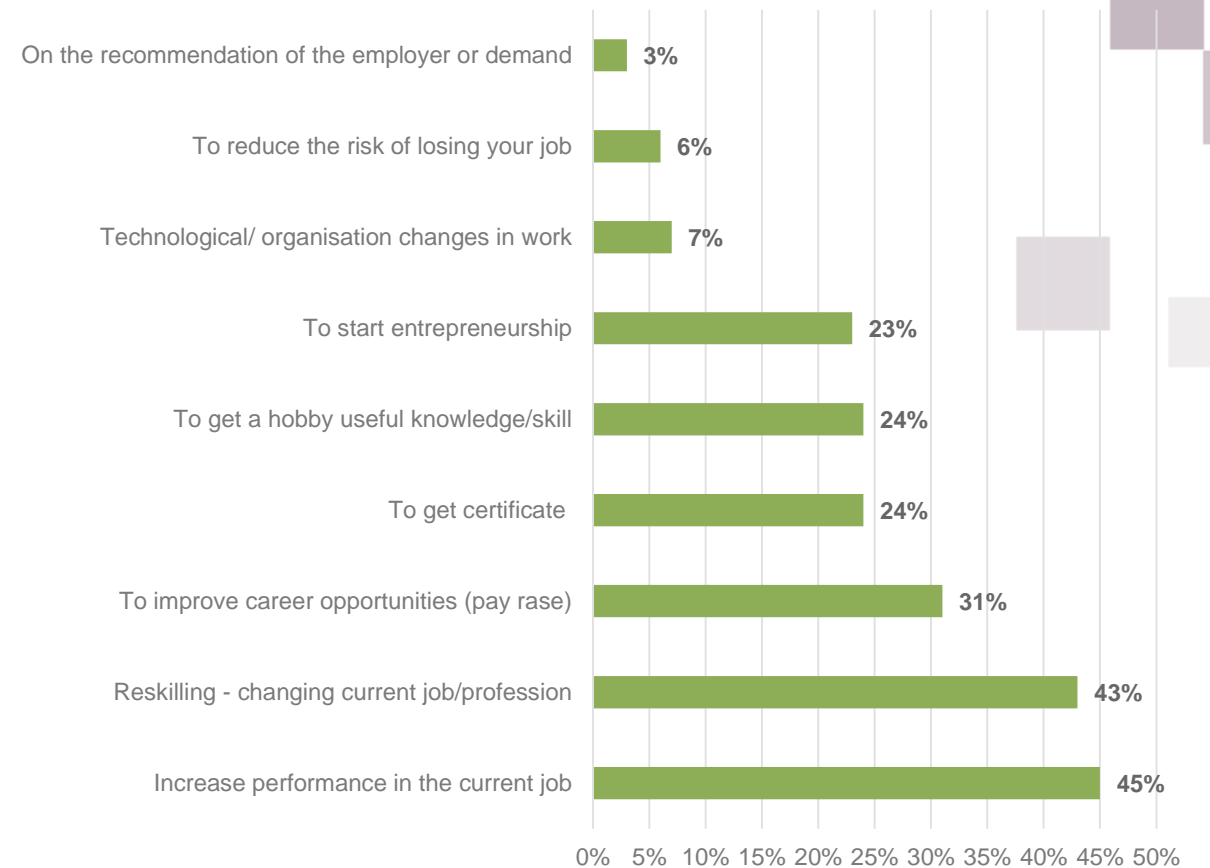
Project in figures

- ~ 48 000 participants
- 1277 training programs (different formats)
- ~ 12 different sectors

What participants are learning?



Motivation of participation



VIRTUAL INTERNSHIPS: PILOT PROJECT IN LU INNOVATION CENTER

- The main objective is to provide digital skills and hands-on experience as a virtual internship in organizations and companies in Baltic's
- There is lack of skilling initiatives with «learning-by-doing» approach; as companies rarely recruit unexperienced, virtual internship can provide much needed experience to increase one's value on the job market
- Proposed grant program is built on the Baltic Digital Skills Development initiative

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TARGET AUDIENCE

- People who are willing to improve their digital skills including youth, job seekers, unemployed and people in rural areas away from economic and social opportunities and other groups who face systemic barriers to academic and job seeking opportunities
- The project will address the problem of insufficient level of digital skills and growing rate of unemployment in all Baltic countries
- This project will facilitate improvement of the overall digital skills level and change in the mindset of target group – leading to skilful and smart users and customers of digital technologies



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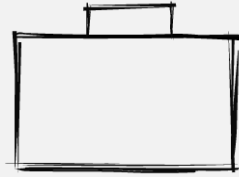
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MAIN GOALS OF THE PROJECT



9 000

Virtual internship
participants



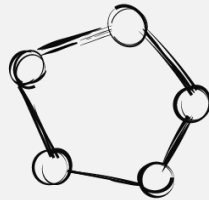
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Number of
individuals employed



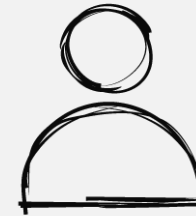
90

Trainers/facilitators



6

Engagements with
governments on skilling



30 000

Reach – people improved
their digital skills

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