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Project type:  □ Pilot A  □ Pilot B  X TN  □ BPN

Periodic report:  1st □  2nd X  3rd □  4th □
Period covered:  from 01/02/2015 to 31/01/2016

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DECLARATION BY THE PROJECT COORDINATOR

I, as coordinator of this project and in line with my obligations as stated in Article II.2 of the Grant Agreement declare that:

- The attached periodic report represents an accurate description of the work carried out in this project for this reporting period;

- The project (tick as appropriate):

  X has fully achieved its objectives for the period;

  □ has achieved most of its objectives for the period with relatively minor deviations;

  □ has failed to achieve critical objectives and/or is deviating significantly from the schedule.

- The public Website is up to date;

- To my best knowledge, the information contained in the financial statement(s) submitted as part of this report is in line with the actual work carried out and consistent with the reported resources and if applicable with the certificates on financial statements.

Name and position of Coordinator: Jonathan Murray, Director of Operations

Date: 25/03/2016

Signature: ..................................................
PUBLISHABLE SUMMARY

The role of information and communications technology (ICT) in raising productivity and living standards is critical. The largest obstacle to harnessing the power of ICT is the shortage of digital skills.

While demand for ICT practitioners is growing by around 3% a year, the number of fresh ICT graduates and skilled ICT workers is not keeping up. As a consequence, by 2020 Europe might face a shortage of almost 825,000 ICT professionals in Europe. Meanwhile about 25 million Europeans are currently unemployed. This is the digital skills gap.

To address this problem, the European Commission launched a Grand Coalition for Digital Jobs in March 2013. The Grand Coalition is a multi-stakeholder partnership that endeavours to help industry, education providers, and the public sector to collaborate to attract young people into ICT education and increase the supply of ICT practitioners in Europe.

To support the roll-out of this initiative, the European Commission established the Secretariat of the Grand Coalition in 2014 (through the EU-funded project “DIGITALJOBS”). Coordinated by DIGITALEUROPE, the Secretariat brought together 14 stakeholders from the demand and supply side committed to reducing the shortage of ICT practitioners in Europe.

Over two years, the Secretariat has contributed to boost the Grand Coalition programme through a six-pronged strategy for bridging the skills gaps.

1. ICT Training

One of the main goals of the Secretariat was to contribute to the dissemination of valuable industry and stakeholder-led initiatives to improve the level of digital skills in the labour force, with a view to increasing ICT employment. To do so, the Secretariat worked with existing ICT training providers to improve knowledge about their offering to young and unemployed people. In this context, the Secretariat developed the EU ICT Learning catalogue, which aims to collect ICT training and learning offers, that are currently available on the EU market in one single online platform. In line with the Grand Coalition’s goal to address the growing demand of ICT practitioners in Europe, the Secretariat also produced a collection of best practices related to industry-government cooperation policies and educational initiatives promoting the development of digital skills and ultimately aimed to enhance young people's employability.

Furthermore, in order to facilitate the matching between educational needs and industry requirements, the Secretariat identified the most sought after ICT job profiles, which have also been matched against the e-Competence Framework to test their applicability at European level.

Finally, as part of this work stream, the Secretariat produced a booklet presenting best practice examples of how SMEs acquire ICT skills through effective interventions, which make them use their new ICT skills in their business operations. The booklet titled “Digital skills for SMEs: get inspired now!” could be used to encourage the digitisation of European SMEs.
2. Mobility

Another part of the Secretariat’s strategy for addressing the digital skills gap was to increase mobility of skilled EU workers across Member States to avoid shortages and surpluses in different geographical areas. In this context research was conducted to identify regions with an existing gap between demand and supply and where solutions based on mobility could be envisaged in the short term. This research aimed also to understand what kind of ICT skills are available on the supply side and identify ICT vacancies on the demand side.

As a result, the Secretariat identified countries with high demand of ICT practitioners (Germany, UK/Scotland, Netherlands), and countries with high supply of ICT practitioners (Poland and Spain). Based on these findings, the Secretariat implemented two mobility pilots aimed to match the people with right skills from the supply side with the available ICT jobs in the demand side, either directly or through re-training.

The first mobility pilot was implemented in Spain through the organisation of the European Digital Jobs Fair. The event, that took place in Madrid on 20 November 2015, with the participation of 36 employers from Germany, Spain, The Netherlands and UK, and 350 job seekers from Spain with some ICT competences. More than 1,000 ICT-related job vacancies were offered at the event and advertised on the event platform (www.europeanjobdays.eu). The platform, managed by EURES, offered the possibility to additional 700 participants to participate in the online part of the event. The event, first of its kind, was a great success: 244 first interviews took place either onsite or online and 106 candidates were invited to continue the recruitment process afterwards.

The second mobility pilot was organised in Poland, through connection with the Erasmus+ programme, which provides grants for students and graduates to cover a traineeship period abroad. The aim of this pilot was to enhance the labour mobility of ICT students and graduates from the Krakow region (Poland) by offering them the opportunity to experience an ICT traineeship in a company abroad.

The results of the two mobility pilots were summarised in a detailed report, which also contains detailed guidelines and recommendations for stakeholders, who are interested to duplicate these pilots. This report will be shared with the National and Local Coalitions to help them duplicating these initiatives as part of their plans to close the digital skills gap in Europe.

3. Certification

The Secretariat worked to stimulate the adoption of a common language to describe and certificate digital skills across Europe. This was done through the promotion of the take-up of the e-Competence Framework (e-CF) through proactive engagement with all relevant stakeholders, including Industry, educational and training bodies, ICT professional associations, and public authorities. A leaflet with key information about the e-CF, its supporters, and the benefits for professionals, informatics associations and their members has been developed and circulated across Europe.

The Secretariat undertook also a landmark research to produce and assess an up-to-date picture of the actual e-competences of ICT professionals across Europe. Over 2,200 ICT professionals across Europe participated in this research, which was carried out using the CEPIS e-Competence Benchmark, an online assessment tool that is powered by the e-CF. The results of this Pan-
European initiative provides an insight into the level of professional competence and a snapshot of the profession in each country as well as an aggregated European perspective and recommendations for action to mature the profession and bridge the digital skills gap.

A report summarising best practice processes to stimulate the uptake of e-CF mapped certifications has been developed. The report identifies the key target communities (such as professional associations, training providers, networks, and recruitment consultants) and the communication channels through which they can be reached, and it proposes the business case and marketing collateral most appropriate for targeting these respective audiences. The promotion of the e-CF included also the deployment of new innovative certification programme structure across Europe (New ECDL Modules) and the development, implementation and operation of an e-skills Quality Label for ICT industry training and certification.

The intense promotional activities conducted by the Secretariat around the e-CF successfully contributed to the recognition of this framework as a European standard, as from April 2016.

4. Awareness raising

In order to ensure a successful roll-out of the Grand Coalition at both national and local level, the Secretariat has launched a series of awareness raising activities aimed at enlarging participation to as many stakeholders as possible.

During 2014 and 2015, all Secretariat partners were engaged in intense dissemination activities reaching out to different audiences namely: industry stakeholders from ICT and ICT-using sectors, schools and teachers, Ministries of Education and policy makers, telecentres, ICT practitioners, SMEs and VET providers. These actions included the organisation of face-to-face meetings, workshops, high level events, and the exploitation of the partners’ main communication channels - including websites, blogs, social media, newsletter, publications.

To support the dissemination of the main messages and activities of the Grand Coalition, the Secretariat developed a value proposition articulating the benefits of participation in the Grand Coalition. The value proposition is both available in digital and booklet format, entitled “Grand Coalition for Digital Jobs: get involved now!”. The purpose of these activities was to ensure that more stakeholders engaged in the Grand Coalition at both EU and national level through pledges to the Grand Coalition, and in the setting up of National and Local Coalitions for Digital Jobs.

Since the beginning of the activities of the Secretariat, 10 additional pledges have been made to the Grand Coalition (Adobe, BBC, CA Technologies, Certiadria, CSR Europe, Digitaljobs.com, EMC, ETUCE, the National College for Digital Skills and Ubiqum code academy).

The Secretariat has also supported the work of the pledgers not only by helping them to assess their impact towards the European Commission, but also by coordinating with many of them a letter to new-elected President Juncker to ask a continued commitment to the Grand Coalition.

5. New forms of digital education

Aiming to increase the supply of ICT professionals in Europe, the Secretariat promoted collaboration between industry and education providers to offer more aligned degrees and curricula at vocational and university level education.
To stimulate structural changes in the educational system, the Secretariat promoted computer science education in primary and secondary schools via innovative teaching and learning practices. Part of this strategy included the development and implementation of training courses for teachers to better equip them with the skills needed to teach computer science in an engaging and inspiring way. Thanks to the increased collaboration between industry and education providers, the Secretariat developed three MOOCs on computer science education, one for teachers from primary school, one for teachers from secondary school, and another one on introducing computing into the classroom with a cross-curricular approach.

The Secretariat also promoted best practices in coding and programming education to encourage policy makers and stakeholders to join forces on the promotion of this subject and ultimately stimulate structural change in educational systems. Resources for teaching and learning how to code have been promoted via the European Schoolnet communication channels dedicated to teachers, the European Coding Initiative, the inGenious portal, and the eSkills for Jobs campaign website. A face to face teacher training session on how to teach coding was organised at the Future Classroom Lab in Brussels during the EU Code Week in October 2014, and replicated in October 2015.

6. National and Local implementation of the Grand Coalition

Since its establishment the Secretariat has worked to encourage the setting up of National and Local Coalitions for Digital Jobs to facilitate action towards enhanced digital skills at national, regional or local level. For this purpose, the Secretariat launched Toolkit for National and Local Coalitions. The Toolkit defines the role of National and Local Coalitions and clarifies the support available from the Secretariat. Information about available funding opportunities to develop the activities of National and Local Coalitions are also provided in the Toolkit. Thanks to the guidelines and best practices examples provided in the Toolkit, stakeholders involved in the Grand Coalition for Digital Jobs now benefit from a clear set of guidelines and recommendations on how to implement successfully the Grand Coalition in their country.

Since the beginning of the Secretariat activities, National and Local Coalitions have already been launched in 10 Member States, including Belgium, Bulgaria, Croatia, Cyprus, Greece, Italy, Portugal, Northern Ireland, Romania, Spain, The Netherlands and the UK.

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PROJECT PROGRESS

1. Project objectives for the period

The first objectives to be met in the second reporting period were those related to Work Package (WP) 1 on Project management, monitoring and reporting. The main aim of this WP is to ensure the management of the project according to the Grant Agreement. In line with this, the main objectives of WP1 for the second period were the following:

- maintenance of the central coordination of the Secretariat of the Grand Coalition;
- preparation and submission of the activity and financial report regarding the first project period within the contractual deadline;
- preparation for the project’s first review meeting with the European Commission;
- review of the project Roadmap taking into account the recommendations provided by the European Commission following the first review meeting;
- ongoing overview of the progress of the project tasks and activities through the organisation of physical and on-line/phone meetings with the consortium partners and with individual partners when needed, to coordinate activities;
- performance of quality assurance controls, including review of tasks, actions, milestones and deliverables and monitoring of risks related to the implementation of the project tasks;
- submission of project deliverables in due time
- maintenance of a direct communications with the European Commission in order to keep the European Commission informed about the progress of the project;
- preparation of the intermediate internal project reporting process (M18);
- instruct the consortium regarding the preparation of the final activity and financial report;
- Prepare the final activity and financial report to be shared with the European Commissioner before the final review meeting and manage the final reporting upon completion of the project.

All objectives set for the second period in relation to WP1 have been met. Several deliverables have been submitted with a slight delay; in these case, the European Commission has been informed in advanced of the pending delays.

The main objective of WP2 on Training for digital jobs is to raise the level of e-skills in the workforce through training so that jobs can be improved. In order to reach this goal, the following objectives have been set for WP2 for the second project period:

- make further efforts in scaling a higher education Student Placement Programme (SPP) across Europe (using among others the model developed in Malta) through the identification of interested stakeholders, including the existing National and Local Coalitions;
- link the five most sought after ICT job profiles that have been identified in Denmark with the e-Competence Framework (e-CF) and testing them at European level;
• ensure that knowledge about existing pledges related to training for digital jobs is disseminated in all Member States through the National Coalitions (NCs) and Local Coalitions (LCs);
• work with relevant providers of ICT training, assisting in maximising the links between existing pledges and pledgers in order to boost economies of scale;
• identify new models of best practice of training for digital jobs, and disseminate these through the LCs;
• identify additional pledges in relation to ICT training and show case these through the LC work with SMEs to ensure them relevant supply of upgraded skills for the existing ICT workforce;
• work with labour market and educational organisations to ensure the right training courses are accessible and known by SMEs and employees;
• share best practices from formal/non formal educational programmes that can be multiplied and up-scaled at regional and/or European levels;
• elaboration of cases that can serve as an example to follow by other SMEs in respect of digital transformation or acquiring digital skills.

During the course of 2015, the partners involved in this WP worked intensely to fulfil the above objectives. However, prompted by the difficulties encountered in the first project year in achieving some of these objectives, a new action plan for some of the tasks of WP2 was developed by the WP leader (DI ITEK) in collaboration with the Project Coordinator (DIGITALEUROPE) and agreed with the European Commission in the second project period.

Among others, this new action plan outlined a new approach for the scaling up of the SPP, which envisaged the involvement of the National Coalitions, but also the production of a booklet collecting case studies describing how SMEs managed to acquiring the digital skills and competences need to succeed in the digital transformation.

The main aim of **WP3 on Mobility** was to assess how ICT practitioners could be hired from across Member States to meet the demand of employers. In line with this, the following objectives have been set for the second period of activities:

• identify mobility package solutions to address the digital skills gap;
• encourage mobility pilots in Europe to match demand and supply of ICT professionals.

During the second reporting period both of these objectives were met, thanks also to the European Digital Jobs Fair, which was organised in collaboration with WP7 on 20 November 2015 in Madrid, where mobility pilots were implemented. The fair involved 1,000 digitally skilled job seekers and more than 50 companies offering over 1,000 ICT-related job vacancies.
The main aim of WP4 on Certification was to promote the adoption of a common language to describe and certify digital skills across Europe. The strategy set to accomplish this goal in the second period included the following objectives already pursued in the first reporting period:

- stimulate the promotion and take-up of the e-Competence Framework (e-CF) through the promotion of the e-CF platform;
- provide support and guidance on the e-CF as an important mechanism to help people to understand a complex certification environment;
- promote the e-CF benchmarking tool to help ICT professionals identify their digital competences and best match them to those required by ICT jobs;
- share best practice around certifications supporting employability especially entrepreneurs and educators;
- promote the e-skills Quality Label for ICT training and certification.

All objectives set for the second period in relation to WP4 have been met.

WP5 addresses one of the main focus areas of the Grand Coalition for Digital Jobs, namely Attracting people to ICT by awareness raising activities. The objective of WP5 was to raise awareness on the Grand Coalition and its results and to engage more stakeholders in its activities. WP5 complemented the activities of another major initiative of the European Commission - the eSkills for Jobs campaign - whose main focus is to raise awareness around job opportunities that are available for those who have the right e-skills. The main objectives of WP5 for the second period included the continuation of some of the key activities started in the first period, such as:

- engage with the pledgers of the Grand Coalition to contribute to the dissemination of their activities across Europe;
- promote the activities of the Grand Coalition to engage with additional stakeholders and involve them in these activities, especially through pledges;
- enlarge the Grand Coalition to the ICT-using industry;
- promote the implementation of the Grand Coalition at a national and local level through the dissemination of the Toolkit to support the establishment and implementation of National and Local Coalitions;
- measure the progress of the pledges (through the Pledge Tracker tool) and assess the roll out of the Grand Coalition both at EU and National level (Deliverable 5.3);
- inform policy makers at EU and national level about the opportunities of the Grand Coalition.

All objectives set for the second period in relation to WP5 have been met.

Attracting people to ICT shall be ensured also by innovative learning and teaching methods. The main objective of WP6 was to boost the supply side for ICT jobs creation through more aligned educational schemes as well as structural changes inside educational systems. In order to achieve this goal, the following objective have been set for the second period:
organise the remaining regional workshops and the European roundtable linking education, training, industry and wider stakeholders to identify and exchange best practice in primary and secondary teaching and learning about ICT;

deploy teacher training, both online (MOOCs course) and face to face to encourage practitioners to take up innovative and best practices in teaching and learning about ICT and computer science, and to give young people a more realistic view of technology studies and careers;

continue to identify education relevant training, teaching and learning resources and disseminate them to key education stakeholders;

continue to promote ICT awareness activities to teachers and young people, including coding activities.

All WP6 objectives set for the second period have been met.

WP7 was a horizontal work package focusing on scalability and sustainability. The objective of WP7 was to **promote, advertise and disseminate the actions of the Grand Coalition** throughout Europe. In addition to the activities undertaken under WP5, this work package focused on National and Local Coalitions, by promoting and exploiting the actions and outcomes of the Grand Coalition at a national and local level. Therefore, the main objectives of WP7 for the second period can be articulated as follows:

- re-define the dissemination activities to be undertaken by all consortium partners at national and local level to raise awareness of the Grand Coalition and to multiply its actions through the participation of multiple stakeholders and target groups (Deliverable 7.1);
- continue to manage the Grand Coalition website to ensure the dissemination of the activities and the outcomes of the Grand Coalition outcomes;
- continue to encourage the setting up of National and Local Coalitions for Digital Jobs to peer support and the creation of Regional Clusters;
- continue to support National and Local Coalition in the implementation of their dissemination and action plans;
- organisation of the European Digital Jobs Fair which replaced, in accord with the European Commission, the final conference;
- elaboration of the sustainability plan.

It must be noted that in line with the agreement reached with the European Commission, the consortium used the Commission Grand Coalition website as the central project website. Furthermore, it was also agreed with the European Commission that the project conference was postponed to the second period and replaced by the European Digital Jobs Fair organised jointly by DIGITALEUROPE and Brainport.

All objectives set for the second period in relation to WP7 have been met and synergies with other WPs were successfully explored.
DIGITALJOBS First review meeting

The first project review analysing the results of the first project period took place on 23 February 2015 in Brussels. All WP leaders joined the meeting either in person or via phone connection. During the meeting the project’s progress was presented to the present European Commission officers (reviewers). Based on the outcomes of the discussions, a set of recommendations was provided to the consortium by the reviewers. The table below highlights the recommendations as well as on the actions that the respective partner(s) took in order to fulfil the requirements.
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<tr>
<td>WP1</td>
<td>Grand Coalition Secretariat to submit a full package of annual reporting within the contractual deadline (60 days after the end of the respective period) and due deliverables well in advance for the official review meeting (planned usually 2-3 weeks after the deadline for sending the periodic report, i.e. around mid-April). A presence of all WP leaders at the official review meeting is highly desirable. That will surely facilitate the review process and prevent issues regarding phone connections.</td>
<td>DIGITALEUROPE submitted the first year report within the contractual deadline to the European Commission (31 March 2015). The current report covering the second period has been submitted well before the contractual deadline as the review meeting was scheduled to take place during the report preparation period on 10 March 2016.</td>
<td>Done</td>
</tr>
<tr>
<td>WP1</td>
<td>Grand Coalition Secretariat/TE to actively ensure that at least 10 national and/or local coalitions are formed (i.e. excluding those launched prior to the project) and selected (as per criteria in DoW WP 7 task 7.2) and that the 10 selected ones serve as models to reach out to EU28 (as per DoW WP7, in particular tasks 7.2 and 7.3).</td>
<td>A total of 16 new Coalitions have been launched during the implementation of the project (9 in 2014 and 7 in 2015). TELECENTRE and the Secretariat supported the formation of 11 Coalitions from the 16, but have also encouraged the formation of the others. More details are provided in the section 2.6 of this report dedicated to WP7.</td>
<td>Done</td>
</tr>
<tr>
<td>WP1</td>
<td>Grand Coalition Secretariat to actively invite participation and involvement of ICT-using industry, (trade) unions and VET organisations as part of its dissemination and awareness raising activities</td>
<td>In the second year of the project, DIGITALEUROPE focused its dissemination efforts on attracting new types of stakeholders to the Grand Coalition, such as ICT-using industry (e.g. BUSINESSEUROPE, EUROCOMMERCE, CEEMET), VET organisations (e.g. EfVET and ETUCE) and made the link between DG CNECT and many trade associations (e.g. IndustriALL and UNI Europa). More information is provided in the section 2.4.1.1 of this report dedicated to the awareness raising activities of DIGITALEUROPE.</td>
<td>Done</td>
</tr>
<tr>
<td>WP1</td>
<td>Grand Coalition Secretariat to involve DG CNECT in the up-</td>
<td>Following the recommendations from DG CNECT, in 2015 DIGITALEUROPE increasingly involved DG CNECT in the</td>
<td>Done</td>
</tr>
<tr>
<td>WP1</td>
<td>All WP managers: DG CNECT feels that transparency and communication between all partners could be improved, including with DG CNECT. In response to this, the Grand Coalition Secretariat feels that there is full transparency and communication between WP leaders and the other partners. DIGITALEUROPE is also in very regular contact with DG CNECT on the project. However, DIGITALEUROPE will work together with all partners to increase communication within the Consortium and ensure that DG CNECT is well aware about the activities of all Secretariat partners.</td>
<td>In the second report period. DIGITALEUROPE improved the direct communication with the WP leaders and organised more regular bilateral conference calls. Furthermore, during the project meeting in July 2015 a detailed plan was developed with the Consortium aiming to ensure that all project partners were involved in the different project activities, and also to boost synergies between the different WP and tasks leaders. The fulfilment of the tasks was monitored both by the project coordinators as well as by the task/WP leaders. DIGITALEUROPE kept continuous and tight contact on the actions, informing the European Commission on any issues occurred during the implementation of the different project tasks.</td>
<td><strong>Done</strong></td>
</tr>
</tbody>
</table>

**WP2 Training for DIGITALJOBS**

| WP2 | DI ITEK and other partners involved to provide an urgent analysis of the underpinning data and underlying reasons of the limited progress, e.g. right contacts/approach/story, as well as for a strategic plan for 2015 including a roadmap proposal with milestones, for DG CNECT to be in a position to make an | Prompted by the difficulties encountered in the first project year in achieving some of the objectives of WP2, a new action plan for some of the tasks WP2 was developed by the WP leader (DI ITEK) in collaboration with the Project Coordinator (DIGITALEUROPE) and agreed with the European Commission in the second project period. | **Done** |
informed decision on the proposed approach. In particular the proposal to build on national coalitions to activate SPP needs a viability analysis.

Among others, this new action plan outlined a new approach for the scaling up the SPP which envisaged the involvement of the National Coalitions, but also the production of a booklet collecting case studies describing how SMEs managed to acquire the digital skills and competences needed to succeed in the process of digital transformation.

### Task 2.1 Scaling up a SPP programme

<table>
<thead>
<tr>
<th>WP2</th>
<th>DI ITEK/MITA to investigate whether the stakeholders, the channels and the messages used to reach out to them were the right ones.</th>
<th>MITA and DIGITALEUROPE revised both the channels and the messages used as well as the stakeholders involved and a new strategy was set in order to shift from a general approach to a more focused one where individual NCs/LCs were contacted and supported. Although this new approach was adopted in the second reporting period, the successful implementation of Task 2.1 could not be guaranteed and therefore MITA agreed with the project Coordinator and the European Commission to terminate the task.</th>
<th>Done</th>
</tr>
</thead>
</table>

| WP2 | DI ITEK/MITA to provide stakeholders with a roadmap to implement the SPP. | Based on the new proposed approach for Task 2.1, MITA elaborated a roadmap for the implementation of SPP which was used by MITA to approach the National and Local Coalitions in the second reporting period. | Done |

### Task 2.2 Training unemployed graduates and matching with employers needs

| WP2 | DI ITEK to match the ICT job profiles to e-CF and to test/demonstrate their applicability at EU level. | DI ITEK with the help of ECDL matched the ICT job profiles against e-CF. A preliminary list of most sought after ICT job profiles, was shared with the NCs/LCs in 12 European Countries in order to test the applicability of these at national level. | Done |
### Task 2.3 Ensure continuous training of SMEs’ workforce

| WP2 | DI ITEK to use the multiple studies on skills/jobs profiles required for SMEs available (see also voucher scheme in place) | A booklet was produced as a result of the activities of WP2 Task 2.3. The booklet contains eight user cases on how SMEs successfully acquired ICT competencies. | Done |

### Task 2.4 Share best practices from formal/non formal educational programmes that can be multiplied and up-scaled at regional and/or European level and promote joint industry/government actions on internships and training

| WP2 | DI ITEK/EUN to already now present some best practices on formal and non-formal educational programmes to scale-up at European level. | The catalogue of formal and non-formal educational programmes was prepared and submitted in M18. | Done |

### WP3 Mobility

| WP3 | Brainport to consider a simple toolbox or model to export labour mobility best practices, upon considerations of the MMs still available after completion of the 3 tasks within WPs (October 2015) | BRAIN created an infographic containing a decision framework that could be used by economic development agencies and other organisations that are interested in implementing ICT labour mobility pilots. This framework is based on the experiences and recommendations of BRAIN gained through the implementation of the two ICT labour mobility pilots in Poland and Spain as part of the activities of Task 3.3. | Done |

| WP3 | The Grand Coalition Secretariat/Brainport to check how they can integrate the planned online event (in connection to the Digital Jobs fair in Madrid) with EURES. A meeting between DIGITALEUROPE and EURES has already taken place on this. | In April 2015, DIGITALEUROPE reached out to EURES at DG EMPL in view of collaborating on the organisation of the European Digital Jobs Fair. As a result of this collaboration, DIGITALEUROPE and Brainport were able to use EURES’s online platform (www.europeanjobdays.eu) as the central website of the European Digital Jobs Fair. The platform not only allowed to pre-match the demand and supply of ICT practitioners, but also to run the online part of the event. More details are provided in the sections 2.2.4 and 2.6.5. | Done |
| WP3 | Brainport to develop synergies with ICT training project (5 most wanted ICT job profiles) taking into account the geographical differences in the type of ICT professionals sought for (within a MS and across MS). |
| BRAIN and DI ITEK discussed the conclusions of the WP2 activities and possible synergies with the activities of WP3 after the review meeting. Although BRAIN considered to take into account the profiles prior to the event it was not feasible due to the huge interest of employers to advertise their ICT job vacancies on the European Job Days platform. Therefore, Brainport suggested that DI ITEK could have a look at the vacancies advertised on the platform to further validate the 5 identified job profiles. | Done |

| WP4 Certification |
| WP4 | EDCL to confirm when the e-Certification Framework will become a standard in Europe. |
| The European e-Competence Framework (e-CF) will become a European Standard, following a unanimous vote by the European Committee for Standardization (CEN). A European Standard “carries with it the obligation to be implemented at national level by being given the status of a national standard and by withdrawal of any conflicting national standard”[1]. A European Standard therefore automatically becomes a national standard in each of the 33 CEN-CENELEC member countries. This will be the case for the e-CF in 2016. | Done |

| WP 5 Awareness raising |
| WP5 | EUN delivered findings of Digital Champions survey on the impact of the Grand Coalition for Digital Jobs at national level. Given, however, that only 9 DC answered to the mini-survey), DG CNECT considers this cannot be considered a reliable sample. EUN agreed to send another reminder to Digital Champions. |
| After the project review meeting, a reminder was sent to the Digital Champions. The European Commission DG Unit responsible for engaging with the Digital Champions was kept in copy of the messages in order to encourage more responses. As a result, 13 Digital Champions answered the survey. The revised version of the deliverable compiling these answers was submitted to the European Commission. | Done |
| WP5 | DG CNECT & Grand Coalition Secretariat to fine-tune approach to pledges in the light of the interest of certain ICT-using |
| After several reminders and individual follow up actions, EUN succeeded to obtain a satisfactory level of responses from the pledgers | Done |
businesses to rather join the Grand Coalition through national coalitions than through pledges. In this regard EUN is to provide ASAP an update on the status, activity level and sustainability of the existing pledges. EUN is still trying to receive updates from the pledgers about the status of their activities but will aim to submit the pledges impact assessment by the end of next week enabling it to compile the deliverable assessing and summarising the impact of their commitments (Deliverable 5.4).

WP 6 Innovative teaching and learning

| WP6 | EUN to keep DG CNECT informed of publication and developments of the European Coding Initiative website, the web link, and the communication/dissemination efforts around it. | EUN kept DG CNECT duly informed and updated on the European Coding Initiative related developments. Furthermore, DG CNECT was involved and engaged in the planning and dissemination of the major events and outputs of the initiative. | Done |

| WP6 | EUN to provide link to teacher training MOOC | After the project review meeting, EUN provided DG CNECT with the links to the two online training courses (MOOCs). As a result of the European Commission request, EUN made sure that all of the educational material developed within the course, would be openly available to anyone on the European Schoolnet Academy and also beyond the actual duration of the live MOOC. | Done |

WP 7 Scalability and Sustainability

| WP7 | TE to include in its impact assessment of national and local coalitions the findings of the DCs mini-survey (see bullet 2 in Awareness raising project above) | Based on the European Commission recommendation, TELECENTRE included relevant parts from the DCs mini-survey in the NCs/LCs impact assessment report for year 1 and shared the complete report with DG CNECT. | Done |

| WP7 | TE to allow pledgers to access the basecamp-like platform for national and local coalitions | Pledgers were invited by DIGITALEUROPE to access the Basecamp. They were reminded several times to actively join the platform without success. There was a very limited activity within the platform. | Done |
2. Work progress and achievements during the period

2.1. WP2 Training for digital jobs

The objective of WP2 on Training for digital jobs is to raise the level of e-skills in the workforce through training and matching.

Within Task 2.1, aiming to create a number of temporary job placements through the introduction of a Student Placement Programme (SPP) at higher education level, MITA reached out to all National Coalitions (NCs) and promoted the opportunity of jointly collaborating to set-up further SPPs across Europe. This approach was agreed with the European Commission during the first review meeting that took place on 23 February 2015. Various conference calls were held with a number of selected NCs (e.g. by the Latvian, Bulgarian, Lithuanian and Italian NCs). The difficulties and challenges, which were mentioned in these discussions, included the limitation of funds and human resources they had to manage their NCs. From the discussions it emerged that the NCs did not have the capacity and resourcing to take forward initiatives such as the SPP. These unsuccessful trials led to further discussions with DIGITALEUROPE and the European Commission. MITA found that the successful roll-out of the SPP could not be assured despite all the efforts made. The European Commission thus agreed on with the consortium to terminate this task and reallocate the unused resources of MITA to the organisation of the European Digital Jobs Fair (final even of the project). The conclusions were summarised in the corresponding deliverable (D2.1) and submitted to the European Commission.

Within Task 2.2, DI ITEK identified the five most sought after job profiles and performed an extensive identification and collection of best practices related to training and job placement programmes. The identified five job profiles, training programmes and job placement programmes have been compiled into an overview of best practices reported in Deliverable 2.2 - Conclusion and recommendations from local and regional networking activities.

Within Task 2.3, DI ITEK, NUIM and PIN-SME investigated the best way to identify and describe how SMEs successfully can acquire ICT for their business and products and how information about this best can be disseminated to the SME target group. During the period, NUIM joined the case study about how SME’s acquire ICT skills through external interventions. A report on this “Digital skills for SMEs: get inspired now!” has been published a few weeks after the end of the reporting period.

Within Task 2.4 EUN has performed an extensive identification and collection of best practices related to formal and non-formal educational programmes promoting the development of digital skills and ultimately aimed to enhance young people’s employability. The main aim of the identification of such programmes was to promote cooperation between industry and government stakeholders and encourage actions for upscaling the initiatives at a regional and/or European level. All identified educational initiatives have been compiled into a catalogue of best practices which served as the basis for the preparation of a synthesis report as part of Deliverable 2.3 - Best
practices from formal/non formal educational programmes that can be multiplied and upscaled at regional and/or European level.

Use of human resources per partner in WP2

<table>
<thead>
<tr>
<th>Workpackage</th>
<th>Partner</th>
<th>DE</th>
<th>BRAIN</th>
<th>CIONET</th>
<th>DIITEK</th>
<th>ECDL</th>
<th>ECWT</th>
<th>EUROCID</th>
<th>EMPIRICA</th>
<th>ESKILLS</th>
<th>EUN</th>
<th>MITA</th>
<th>NUIM</th>
<th>PIN-SME</th>
<th>TELECENTRE</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>WP2 Actual</td>
<td></td>
<td>0.28</td>
<td>0.00</td>
<td>6.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>5.86</td>
<td>0.34</td>
<td>1.43</td>
<td>1.46</td>
<td>1.00</td>
<td>0.00</td>
<td>1.00</td>
<td>0.00</td>
<td>9.65</td>
</tr>
<tr>
<td>Planned</td>
<td></td>
<td>1.50</td>
<td>0.00</td>
<td>0.00</td>
<td>7.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>1.00</td>
<td>5.50</td>
<td>0.00</td>
<td>1.00</td>
<td>0.00</td>
<td>16.20</td>
</tr>
</tbody>
</table>

2.1.1. Task 2.1 Scaling a higher education Student Placement Programme (SPP) across Europe

Following the challenges encountered during the first year of execution of this task – which were also presented during the first review meeting with the European Commission on 23 February 2015, MITA proposed an action plan to DIGITALEUROPE and the European Commission in March 2015 on how to overcome the challenges. The lesson learned from the first year of implementation was that a generic approach would be difficult and that promoting SPPs with Digital Champions or corporate leaders had not worked. Therefore, it was agreed that the next phase of work should be focused on the identification of National Coalitions (NCs) which have the manpower and the financial resources to conduct e-Skills related projects and convince them that a regional or national SPP is a strategic initiative that should be delivered as part of their plans to close the digital skills gap.

In this new action plan, MITA projected to target directly NCs and to create a roadmap that describes the implementation stages of an SPP. MITA compiled this short informative document on the workflow to establish an SPP in a country/region, intended for Government administrations, NCs and similar entities. In this document, MITA outlined the benefits of initiating an SPP, and a guiding framework for the readers together with a step-by-step process to kick-start an SPP. The aim of this document was to be shared with NCs in the bid of enticing and explaining further the potential of an SPP initiative.

Jointly with DIGITALEUROPE, MITA reached out to all the NCs and promoted the opportunity of jointly collaborating to set-up further SPPs across Europe. Several conference calls were held. The difficulties and challenges which were mentioned in these discussions (e.g. by the Latvian, Bulgarian, Lithuanian NCs) included the limitation of funds and human resources. From the discussions, it emerged that the NCs did not have the capacity and resourcing to take forward initiatives such as the SPP.

These unsuccessful trials led to further discussions with DIGITALEUROPE and the European Commission. MITA found that the successful roll-out of the SPP they were responsible of could not be assured despite all the efforts they made. Therefore, in agreement with the European Commission the task has been closed and the remained resources of MITA reallocated to the European Digital Jobs Fair event; the event shifted from a project conference to a large event involving several DGs and required more efforts than originally allocated. The conclusions have been summarised in the corresponding Deliverable 2.1 “Roll out of proof of concept of the
programme to other relevant country” which was submitted to the European Commission on 18 December 2015.

Partners’ individual contributions:

DIGITALEUROPE

After the first project review meeting DIGITALEUROPE helped MITA to adopt a new and more effective approach for the promotion of the uptake of the SPP, suggesting to focus on the key role played by NCs in this context. Once agreed this new approach with the European Commission, DIGITALEUROPE reached out to all the NCs in order to promote the opportunity of jointly collaborating to set-up further SPPs as part of their digital skills plans. In particular, DIGITALEUROPE organised conference calls with some of the most mature NCs to help MITA further explore opportunities of collaboration. The following NCs were approached by DIGITALEUROPE and informed about the SPP: Bulgarian, Italian, Latvian, and Lithuanian NCs.

Furthermore, DIGITALEUROPE performed a quality assurance on the Deliverable 2.1 by reviewing and editing the document to ensure the project standards and requirements were met.

PIN-SME

Following the presentation of the SPP proposal to the national SME associations in the network of PIN-SME (leading to one useful contact between MITA and UKITA), the SPP outline produced by MITA was promoted again to the national SME associations. However, due to the issues highlighted by MITA in their analysis, no useful contacts were generated.

Based on this experience, the usefulness and feasibility of SPPs for SMEs was discussed within the membership of PIN-SME and the following remarks were made:

- SPP requires an involvement from different parties at national level, especially governments, whereas SMEs are fragmented and have minimal and discontinuous demands for placements. SME associations could at least in principle act as intermediaries for large numbers of SMEs and, thus, support SPPs. However, it was noted that such exercise would be resource consuming for SME associations and that very often the latter did not have a mandate from their members to work in the field of human resources.

- SMEs (and their associations) can be involved in SPPs and can benefit from them. However, this may only happen in a sustainable manner within a larger partnership involving large corporates and especially with dedicated support from national governments.
2.1.2. Task 2.2 Training unemployed graduates and matching with employers’ needs ICT jobs

In the first year of the DIGITALJOBS project, DI ITEK identified 5 most sought after ICT job profiles.

In the second year of the DIGITALJOBS project, information about these profiles was shared with the existing National and Local Coalitions in order to test for their applicability at European and national level. Results of this exercise were provided in Deliverable 2.2 “Conclusions and recommendations from local and regional networking activities”. The first part of this report defined the most sought after ICT job profiles. The second part focused on identifying ICT training and job placement programmes that could help job seekers to acquire the skills to cover these (and potentially other) ICT job profiles. The final part of the document includes recommendations on how policy changes can help Europe to become more effective in addressing the digital skills gap.

The five most sought after ICT job profiles

- Developer
- Systems Architect
- ICT Consultant
- Project Manager
- Big Data Specialist

ICT Training and job placement programmes

More than 20 training and job placement programmes in more than 10 countries were mapped through a combination of desk research and direct interviews with National Trade Associations, pledging companies and labour market and educational organisations. Job service programmes have been described as well as other solutions adopted by employers.

Based on the analysis performed to prepare Deliverable 2.2, the following recommendations were made:

- **The main conclusion** is that the skills gap is mostly linked to the fact that the educational systems in Europe are not able to catch up with the pace of technological change;
- **Governments should take the lead** in addressing this issue and work in close cooperation with stakeholders to take new and ambitious policy steps that will bridge the skills gap;
- **Different levels of ICT skills** among the EU countries also mean different levels for training and education;
- The EU should encourage the exchange of best practices among Member States on how to access public funds for innovative forms of education and training;
- **Employers and universities should join forces** in the development of new curricula and training programmes to better match demand and supply of ICT professionals;
• New learning formats combining technical skills with practical insight should be developed to better match employers’ needs;

• Learning approach - Employers may consider adopting a learning approach to cope with their own organisations’ different learning requirements. SME’s should consider how they with lesser resources make themselves capable to speed up learning compared with the large and the fast moving companies;

• Broaden the uptake of the e-Competence Framework (e-CF) as a shared terminology and powerful tool for labor market dialogue and analysis of the ICT skills gap;

• e-CF Job profiles – the competences that forms the job profiles are moving fast. A new profile that could be taken under consideration is Big Data Specialist. Furthermore, a specification of the profile developer between software developer and embedded developer, as it is understood by employers, could be taken under consideration;

• Eurostat – Statistics about the ICT skills gap in terms of e-CF competences are difficult to acquire. It would be valuable to have such data; his could be made a part of the survey that Eurostat already is performing on this matter

• Skills barometer – Northern Ireland will start to develop a skills barometer, which should gauge trends in ICT skills. Other EU countries may consider to duplicate this project;

• Regional and national labor market balance – In 2015 Denmark introduced bi-annual measurements of vacant job profiles at a regional level. This serves as a tool to plan and decide which skills unemployed should be offered training for. Other countries may find inspiration in this;

• The ICT labor market should be understood as segmented and not as one large market where most part of the competences are transferable. Rather, the market is divided into a large number of competences and specific job profiles and levels in each their subdomain.

Deliverable 2.2 was submitted on 31 July 2015.

2.1.3. Task 2.3 Ensure continuous training of local employees and unemployed people in view of possible full time employment especially in SMEs

Based on the recommendations of the European Commission from first project review meeting, task 2.3 was redefined by the involved partners DI ITEK, PIN-SME and DIGITALEUROPE. Based on this new approach, a booklet was elaborated to present a number of best practice examples of how SMEs acquire ICT skills through effective interventions, which make them use their new ICT skills in their business operations. At the suggestion of DIGITALEUROPE, NUIM joined the task as partner (its costs are reported in WP7 because WP2 has not been officially open for them).

In order to build the case studies, a questionnaire was defined, and interviews were conducted between September and December. The questions were as follows:
1. Can you please provide us with some information on your company to include:
   a. Company name
   b. Sector/type of business
   c. Size (number of employees)
   d. Location

2. How would you describe the level of skill in using ICT and information to develop your business? How was it before the training/support OR How would you describe your organisation’s/company’s ability to use new knowledge and skills to improve its performance? (this is absorptive capacity question but don’t think we can use that term)

3. Can you describe what kind of support/intervention/training you received to include:
   a. When you received the support
   b. Who provided the support
   c. What it consisted of
   d. What did it cost
   e. How much of your time did it take?

4. Can you recall what motivated you to look for this/what was the problem you were facing? (Probing sub question Or replacement question: were you wanting to improve ‘business as usual’ or were you in really bad need of some help to keep your company going/survive or some other reason?)

5. How would you describe your experience of taking part in this intervention? Please include any difficulties or frustrations as well as positive experiences (is asked below in 6 and 7)

6. What was the most useful thing about it?

7. What was the least useful/the most problematic?

8. Would you say that the content of the programme or the contacts/network arising from it were the most useful?

9. How could the training/support be improved to meet your needs better?

10. What can you do now that you could not do before the support? Or how have you used what you learnt to change what you do?

11. Please give 2-3 specific examples of benefits you gained from the intervention?

12. Was it cost effective?

13. What was the timescale on the return on investment?

14. In your opinion what were the key reasons for the success of the intervention?

15. What other kinds of support do you think you might find helpful?

Parallel to this, an overview of existing literature was made in order to identify best practices programmes aimed to upskill the SMEs workforce.

The involved partners identified the following type of interventions as relevant for the booklet: a transfer of ICT knowledge for instance through participation in a network; a technology or innovation programme; training and education activities; technology and support from the technology supplier.
The final booklet includes key learnings and cases about SMEs which took advantage of digital technologies. The cases in the document are from the following companies:

- CellPath UK, histology and cytology products
- Techno-Matic Denmark, Hydraulic solutions
- Litmus Ireland, eLearning
- Luun The Netherlands, health-care provider
- Paredes Spain, shoe manufacturer
- Schielicke Bau Germany, construction company
- Moodley Manor Ireland, vegetarian food manufacturer
- GA-Import, Denmark, wholesaler in toy

The booklet also included a section dedicated to the lessons learnt based on the analysis of these cases as well as a set of recommendations for SMEs on how to duplicate these experiences in their own company. Last but not least the document contains two short proposals regarding future SME digitalisation programmes.

**Partners’ individual contributions:**

**DIGITALEUROPE**

DIGITALEUROPE helped DI ITEK to develop a new proposal for the implementation of this task. Based on the recommendations from the European Commission during the first review meeting, DI ITEK suggested to adopt a more practical and results-oriented approach for this task, which consisted in the collection case studies where stories of SMEs who were successfully up-skilled and digitally enabled were presented. In particular, DIGITALEUROPE helped DI ITEK to develop a new proposal that outlined the following elements: approach to the task, main outcomes, suggested method, division of tasks, and timeline.

As part of this proposal, DIGITALEUROPE envisaged a key role for PIN-SME, especially in the identification of the SMEs to be invited to respond to the questionnaire. DIGITALEUROPE also suggested the involvement of NUIM for the contribution they could bring, for the research phase of this task.

DIGITALEUROPE also tried to contribute to the content of the booklet, by approaching on several occasions the Latvian ICT association (LIKTA) in order to enter in contact with one of the SMEs that went through the eLeadership programme run by the association. However, these efforts were not fruitful.

Nevertheless, DIGITALEUROPE provided strong contribution to the implementation of this task, through a different set of actions, including:

- Provision of a list of reports and analysis related outlining the digital skills of SMEs in order to help DI ITEK and NUIM to perform the literature review;
- Encouraged empirica to contribute to the booklet through the identification of a case study;
• Organised several coordination calls to help partners discuss the progress of the task and the status of the booklet;
• Designed the cover page and the layout of the booklet;
• Reviewed the booklet to ensure that the different case studies were presented in a consistent way.

Finally, DIGITALEUROPE performed quality assurance on the final document, by reviewing and editing it to ensure that the project standards and requirement were met.

BRAIN

BRAIN delivered the case study of Luun The Netherlands, health-care provider. The SME involved in the case study is a participant of Brainport’s Healthcare programme ‘Smarter living’.

EMPIRICA

Based on desk research, presentations and f2f and telephone discussions with key decision makers in the company the e-Leadership case study of Ticketbis in Madrid, Spain - a best practice on how to up-skill an SME workforce - was developed by empirica. This document follows the outline sent by the coordinator and was submitted in September 2015.

PIN-SME

In accordance with the guidance of DIGITALEUROPE, PIN-SME took a leading role in revamping this task. It formulated the proposal for a blueprint – as described above, and it volunteered to support DI ITEK in coordinating its implementation, as well as being the major contributor of SME case studies. The efforts up until M18 were mainly dedicated to defining the new scope of the task, finding a consensus within the consortium and planning its execution during the fourth semester. During the last months of the project PIN-SME contributed to the development of the booklet with following activities:

• Drafting concept note;
• Reviewing Table of Contents;
• Co-drafting questionnaire/interview guidelines;
• Searching suitable case studies and selecting: CellPath UK, Paredes Spain, Schielicke Bau;
• Interviewing and drafting case studies: Luun, CellPath UK, Paredes Spain, Schielicke Bau;
• Drafting recommendations;
• Drafting executive summary;
• Reviewing booklet.
2.1.4. Task 2.4: Share best practices from formal/non formal educational programmes that can be multiplied and up-scaled at regional and/or European level and promote joint industry/government actions on internships and training

Within task 2.4 EUN performed an extensive identification and collection of best practices related to formal and non-formal educational programmes promoting the development of digital skills and ultimately aimed to enhance young people’s employability. The main aim of identifying such programmes was to promote cooperation between industry and government stakeholders and encourage actions for upscaling the initiatives at a regional and/or European level.

All identified educational initiatives have been compiled into a catalogue of best practices which served as the basis for the preparation of a synthesis report as part of Deliverable 2.3 ‘Best practices from formal/non formal educational programmes that can be multiplied and up scaled at regional and/or European level’ submitted in M18.

The educational and training initiatives identified include training programmes demonstrating innovative approaches to teaching and learning computer sciences, activities on matching skills to jobs, including internships, and initiatives aimed at raising awareness and programmes with a transversal and multi-sectorial approach.

EUN has also engaged in stakeholder consultations, during face-to-face meetings and via direct emailing, and performed extensive desk research. Additionally, programmes organised in the framework of Grand Coalition relevant pledges as well as resources from the eSkills for Jobs campaign database, were included when relevant. The synthesis report includes a set of recommendations for policy makers and stakeholders willing to take up/support an initiative.

The recommendations and selected case studies have been summarised in an electronic publication, which has been made available online on the EUN website. This report has been also shared with EUN network via the monthly newsletter dedicated to policy makers, industry representatives and education experts, in the December edition.

In order to further promote industry-government cooperation a dedicated workshop slot was scheduled during the EMINENT conference in November 2015, in Barcelona, where the recommendations and case studies were shared and discussed with representatives of European Ministries of Education, industry active in the field of education and training, primary and secondary teachers and education experts.
Partners’ individual contributions:

DIGITALEUROPE

DIGITALEUROPE performed quality assurance on Deliverable 2.3, by reviewing and editing the document to ensure that the project standards and requirements were met.

PIN-SME

Distributed through its network the publication “Formal and Non-formal Educational Programmes on Digital Skills and Competences”
2.2. WP3 Mobility

WP3 focused on the European cross border ICT labour mobility. WP3 aimed to assess how ICT practitioners could be hired from across Member States.

During the first reporting period in Task 3.1 regions with an existing gap between demand and supply were identified as well as areas where solutions based on mobility could be envisaged in the short term. The relevant deliverable D.3.1 was submitted during P1 thus serving as a basis for the P2 activities.

In the frame of Task 3.2 BRAIN worked in the second reporting period on identifying short-term mobility package solutions, based on the outcome of task 3.1. Seven mobility experts from different EU countries were identified by BRAIN with the aim of gathering information about policies and initiatives in their countries in order to increase cross border ICT labour mobility. In February 2015 these experts were interviewed on their thoughts on inbound and outbound labour mobility and on what the EU could do to further stimulate labour mobility. The outcome of the interviews together with desk research resulted in the report D3.2 ‘Visibility of European Expert network and best practices policies in relation to labour mobility’. The report concluded with a set of recommendations.

Within Task 3.3 BRAIN worked in the second reporting period on the implementation of two mobility pilots aimed at matching job seeking ICT practitioners and students in Spain and Poland with employers that have a lack of ICT skilled people in the demand regions defined in the deliverables D3.1 and 3.2, which were Scotland (UK), Eindhoven (NL), Amsterdam (NL) and Baden-Wurttemberg/Stuttgart (DE).

The first mobility pilot in Spain aimed at organising a job fair to match companies with ICT vacancies from the four selected demand regions in Europe and Spanish job seeking ICT practitioners. This matchmaking event took place in the context of the European Digital Jobs Fair that was held in Madrid on 20 November 2015.

The objective of the second mobility pilot in Poland was to set up an ICT traineeship programme matching ICT students and graduates in the Krakow region in Poland with ICT traineeships from employers in the demand regions.

In order to allow other stakeholders to duplicate the experience from the two mobility pilots, D3.3, a report summarising the experiences, guidelines and recommendations from the two pilots has been elaborated.

Use of human resources per partner in WP3

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2.2.1. Task 3.1 Identify regions with an existing gap between demand and supply and where solutions (mobility packages) could be envisaged in the short term

Task 3.1 was conducted in the first reporting period and lead to the report on identifying regions with an existing gap between demand and supply of ICT practitioners (D3.1).

After the deliverable was accepted by the European Commission BRAIN started to disseminate its plans it to relevant stakeholders by placing information on the website of the Brainport Eindhoven region and by communicating on the report through social media.

2.2.2. Task 3.2 Identify short-term mobility package solutions for these regions

Within Task 3.2 BRAIN aimed at identifying short-term mobility package solutions for several EU Member States. The main focus was on labour mobility of STEM talents (including ICT). The task envisaged the setting up of an expert network on the subject of labour mobility and gathering best practices and policies on labour mobility in EU Member States. The expert network had already been set up in the previous reporting period and was therefore thoroughly described in the last progress report. In the second reporting period BRAIN setup a LinkedIn Group for the expert network with the purpose to enhance the digital exchange of ideas and knowledge between the participating experts concerning labour mobility in Europe.

In the second reporting period BRAIN agreed with DIGITALEUROPE and the European Commission to take advantage of this expert network to identify best practice policies and programmes in relation to labour mobility to be summarised in the Deliverable 3.2 “Visibility of European expert network and global best practices”. The information was collected through direct interviews with the experts. The questions for the interviews were agreed upon by both parties and the invitation for the experts written and sent in the very beginning of February 2015.

Twelve experts on labour mobility were approached by BRAIN and asked to take part in the interview via Skype or conference call. Several of the experts were part of the expert group established in the previous reporting period, but during the course of the interview process BRAIN also decided to invite experts from other countries so as to make sure diverse countries with an existing gap in demand and supply of ICT practitioners were covered in the report. Unfortunately, not all of the people approached were able to participate and contribute to the report due to, amongst other factors, time constraints and the fact that a few of them did not feel comfortable enough with the topic. In the end, seven experts from six countries (Denmark, Germany, Portugal, The Netherlands, Ireland and Spain) were willing to share their expertise. Although not the amount that was hoped for (10), BRAIN did feel that these experts could give an accurate and reliable overview of the best practices and policies in EU Member States. In addition, BRAIN aimed at including personal stories in the report so as to reach a wide audience and tried to elaborate on best practices and policies from other EU countries based on desk research.
The interviews were all conducted in February 2015 and consisted of the following seven questions:

- What is your profession and your field of expertise?
- Which country do you come from?
- Please give an overview of the most important policies on labour mobility in your country
- Is your government currently implementing any specific actions to increase labour mobility (of STEM talents / ICT practitioners) from and to other countries in Europe?
- What do you think your government should further do to increase labour mobility in the EU?
- What is your recommendation to the European Commission to increase labour mobility in Europe?
- Do you know of any best practices initiatives aiming to increase mobility of STEM talents / ICT practitioners in Europe and in non-EU countries?

The interviewees touched upon both inbound and outbound labour mobility and shared their opinion about what the EU can do to further stimulate labour mobility. The interviews provided insights into how different EU countries are dealing with labour mobility, what can be done to attract and retain highly skilled workers and ‘mobility packages’ that can be duplicated in other countries.

The outcomes of the interviews were summarised in the Deliverable 3.2 “Visibility of European expert network”. The report also includes a deeper analysis if some of the most interesting and promising best practices and policies that emerged from the interviews. These involved: Global Training Programme Basque Country Spain; Cross Border Talents; Brainport Talent Centre.

In addition to describing the best practices and policies in the six EU Member States, the report also touched upon best practices and policies from countries outside of the EU and in particular the US: FWD.us and Imagine Pittsburgh. Furthermore, the EU has launched several initiatives to stimulate EU labour mobility which were explained: Erasmus+ programme and Youth on the Move: Your first EURES job.

The report concluded with clear recommendations for EU Member states and the EU on how to further stimulate mobility so as to tackle unemployment rates, stimulate development and innovation and safeguard the growth of the EU as a whole. These recommendations were based around the following themes:

- Promote brain circulation;
- Simplified tax systems for knowledge workers across EU28;
- Larger EU programmes on labour mobility;
- Increased focus on families instead of solely on individual talents;
- Create a dashboard with the availability of skills in EU regions and countries;
- Upskilling and training people is crucial;
- Collaboration between DGs for value creation for Europe.
The deliverable was submitted on 11 March 2015.

**Partners’ individual contributions:**

**DIGITALEUROPE**

DIGITALEUROPE supported BRAIN in the performance of this task by suggesting specific questions (see below) to be used to carry out interviews with the members of the expert group, and whose answers have been used for the preparation of Deliverable 3.2:

1. What is your profession and field of expertise?
2. Which country do you come from?
3. Could you give an overview of the most important policies on labour mobility in your country?
4. Is your government currently implementing any specific actions to increase labour mobility of STEM talents/ICT practitioners to other countries in Europe?
5. What do you think your government should further do to increase labour mobility in the EU?
6. What is your recommendation to the European Commission to increase labour mobility in Europe?
7. Do you know of any best practices initiatives aiming to increase mobility of STEM talents/ICT practitioners in Europe and non-EU countries?

Furthermore, DIGITALEUROPE helped BRAIN to finalise the report by reviewing and editing it to ensure that the project standards and requirements were met. DIGITALEUROPE also designed an ad-hoc template for the public dissemination of the report.

**EUROCIO**

All mobility material, recommendations and requests for input and feedback were circulated to the direct members and to their national body organisations.

Material from this work package was added to the EuroCIO website, as well as circulated through the usual channels.

**PIN-SME**

PIN-SME proposed to consider “near-shoring to ad hoc networks of SMEs” as an alternative path for matching supply and demand among regions in Europe. The proposal has not only the benefit of supporting SMEs but it is also more sustainable then labour mobility in terms of development of local economies and communities. If a region is deprived of all its best talents, it will then have little chances to develop. This is an effect that typically hits SMEs more than large companies for which it is easier to attract skilled labour. Hence, the idea is to promote the creation of local temporary networks of companies that together can respond to demand for ICT services from richer regions that need supply.
The proposal was welcomed by partners and BRAIN offered to consider it. PIN-SME put BRAIN in contact with one expert, author of some publications in this field, Mr Andrea Scalia from the Italian SME association member of UEAPME, Confartigianato.

### 2.2.3. Task 3.3 Encourage the delivery of several mobility pilots

Based on the objective of task 3.3 to deliver several ICT labour mobility pilots in Europe, BRAIN worked in the second reporting period on the implementation of two mobility pilots, one in Spain and one in Poland.

The following framework shows the setup for the two pilots:

![Figure 2: Framework of the two mobility pilots of WP3](image)

**Labour Mobility pilot in Spain**

The pilot aimed at organising an ICT labour mobility matching event in Madrid between employers with ICT vacancies from the demand regions with Spanish job seeking ICT practitioners as part of the European Digital Jobs Fair, which was held on 20 November 2015.

DIGITALEUROPE within Task 7.5 developed the concept of the European Digital Jobs Fair. BRAIN delivered input to the event outline regarding the implementation of the mobility pilot
within the event. DG CNECT approved the event outline in 2015, and DG EMPL agreed to partner on the event

BRAIN was responsible for the management of the mobility pilot related activities including outreach to employers, outreach to job seekers – with the support of EURES Spain and a local Brainport agent in Spain, selection of job vacancy offers, and report on results of the mobility pilot.

EURES was involved in the event via EURES Spain and offered its full support, including the European Job Days online platform, which became available for the Digital Jobs Fair. BRAIN was responsible for creating a Roadmap and a Task Log for conducting the mobility pilot in Madrid.

An objective of this pilot was also to use a regional approach for the involvement of the employers to take part in the mobility pilot. The selection of participating regions was based on research of demand and supply of ICT practitioners in European countries and regions (D3.1).

In order to reach out to companies, recruitment agencies and ICT training providers, BRAIN aimed at involving economic development agencies in the demand regions. BRAIN started in April 2015 with connecting to the relevant partner organisations in the demand regions. Agreement to participate in the event was reached with four organisations in Scotland, Stuttgart, Amsterdam and in Eindhoven.

In addition, EURES advisors in the four demand regions were also contacted. Initiated and supported by BRAIN, the economic development agencies and the EURES advisors started the outreach to the employers in July. BRAIN provided the partners with a ‘Value Proposition for Employers’ that was used to inform employers that were approached in the outreach. The Value Proposition was translated to German. The Value Proposition contained information on the framework event, the way it will help the matchmaking of demand and supply, information on the participants as well as the benefits of the participating employers.

The outreach to the companies in the demand regions resulted in the participation of 36 companies (including three economic development agencies). Amongst them were Uber, TomTom, Amazon, Booking.com, JP Morgan and Lockheed Martin. The total number of participating companies was limited by the space that was available for booths at the venue. Furthermore, an additional 22 companies participated in the online event through the European Job Day platform. Ten of these came from the four demand regions.

The Supply side for the European Digital Jobs Fair was represented by job seekers from Spain, as defined for the purpose of the mobility pilot as job seeking ICT practitioners. While the focus was on job seekers from the Madrid area, the aim was also to involve job seekers and students from other regions in Spain.

The EURES Advisors in Spain ensured the outreach to the target groups from the supply side via its own channels. EURES Spain also pre-selected and pre-screened Spanish job seeking ICT

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1 All four involved economic development agencies were initially invited to participate in the Digital Jobs Fair. Because the Wirtschaftsförderung Region Stuttgart was not able to be represented at the event due to other engagements eventually three economic development agencies participated.
practitioners based on the vacancies posted by participating employers on the online platform. The efforts were complemented with additional activities of the DIGITALJOBS partners. The outreach to the jobseekers in Spain started in September, once it was clear that enough companies would participate with actual ICT vacancies on offer.

The outreach to the Spanish jobseekers resulted in 300 applicants for the onsite event and eventually more than 250 jobseekers actually attended the European Digital Jobs Fair in Madrid. There was no information available on the number of jobseekers that participated at the online part of the event due to system limitations of the EURES European Job Days Platform.

The European Digital Jobs Fair took place at the Telefonica’s headquarters in Madrid. Telefonica made the following spaces available for the jobs fair:

- Exhibition area with 38 booths for the participating companies, economic development agencies and EURES. Each of the 36 participating companies had an allocated booth to advertise their job vacancies, meet with attending job seekers and conduct interviews with jobseekers;

- Speaking corner for presentations from the Economic development agencies and EURES advisors from the participating demand regions about labour and living conditions in the demand regions, EURES Spain focusing on how to find an ICT job (for job seekers) and how to recruit ICT talents in Spain (for employers) and companies who were able to present their companies and job vacancies.

To achieve a better matchmaking between demand and supply, the participating companies were asked to post their ICT job vacancies before the event on the European Job Days platform. As a result, more than 600 ICT job vacancies were available on the online platform already before the start of event. At the same time, the jobseekers were asked to upload their CVs to the platform and were invited to apply to the job vacancies available online. As such employers could access the candidate CVs beforehand and pre-schedule interviews with selected target candidates to take place during the event.
The matchmaking during the job fair resulted for the companies, both onsite and online, in 244 first interviews/chats with jobseekers during the event and the companies shortlisted 106 suitable candidate CV’s.

The deliverable 3.3 summarises the experiences of the labour mobility pilot in Spain together with guidelines and recommendations.

Further details on the European Digital Jobs Fair is provided in chapter 2.6.5 -Task 7.5 – Organise project conference.

**Labour Mobility pilot in Poland**

The mobility pilot in Poland was initially intended to be a similar but smaller matching event than the Madrid event. It was also initially planned to take place in May/June 2015. Due to the upscaling of the event in Madrid the original plans were revised and BRAIN proposed to conduct a different kind of mobility pilot in Poland in the period September 2015 – January 2016.

The mobility pilot in Poland aimed at enhancing the labour mobility of ICT students and graduates in the Krakow region in Poland by offering them the opportunity to experience an ICT traineeship in a company abroad. For this purpose, BRAIN made a connection with the Erasmus+ programme, which provides grants for students and graduates to cover a traineeship period abroad so that employers do not have to pay for the traineeship.

The demand side of the pilot consisted of companies that had ICT traineeships offers available and were interested in hosting a trainee from Poland. These companies came from the ICT sector or other (technology) sectors that heavily depend on ICT. Also, for this pilot BRAIN sought companies from the same demand regions that were selected for the labour mobility pilots in Spain: Scotland (UK), Amsterdam region and Eindhoven region (the Netherlands), Stuttgart (Germany). BRAIN collaborated for this purpose with the economic development agencies in the demand regions. These were also the same organisations that were involved in the mobility pilot in Spain. The matchmaking was made for the Eindhoven region as described below, and the experiences and the contacts will be shared with the other countries/regions agencies after the successful termination of the first Polish-Dutch pilot. The supply side was represented by higher vocational and science education level ICT students and graduates from the Krakow region in Poland interested in an ICT traineeship at a company abroad. Poland was selected as the target country for this pilot based on the results of Task 3.1. Krakow has several technological universities. For the outreach to the ICT students and graduates, BRAIN collaborated with three (technical) universities with computer science faculties in the Krakow region.

In the first phase of the pilot (September-November 2015) BRAIN collected ten ICT traineeship offers from four companies in the Eindhoven region (The Netherlands). These companies are active in different sectors including technological research, navigation systems development and production and 3D printing. The available traineeship offers were also diverse, ranging from software development to research on big data.
The offers were sent to the participating universities for the outreach to ICT students and graduates that took place from November 2015 until the beginning of January 2016. This resulted in 12 candidates who applied for traineeship offers and sent their CV’s to BRAIN.

BRAIN visited Krakow in January 2016 and conducted live interviews with the 12 candidates for the first screening. The result was that six candidates had a potentially good match with the ICT traineeship offers of the four companies. BRAIN introduced these candidates in the second half of January 2016 to the companies, which in turn arranged skype meetings with the candidates to do the final assessment.

Because this assessment process is still ongoing the actual placement of the selected candidates for the traineeships will take place beyond the scope of the DIGITALJOBS project that ended the 31st of January 2016. This also applies for the arranging of the Erasmus+ grants for the ICT trainees by the involved universities, with the support of BRAIN.

More details about the implementation and outcomes of the two pilots are provided in the Deliverable 3.3 “Summarising the experiences of the pilot with guidelines and recommendations. Based on the experiences gained during the implementation of the two pilots, as well as on the feedback collected from the involved stakeholders, BRAIN elaborated in the report a set of guidelines and recommendations (D3.3.) in order to allow other economic development agencies and stakeholders to duplicate the pilot solutions. The main messages can be summarised as follows:

- Take current regional labour market situation into account;
- Use an independent, non-profit regional approach;
- Pay attention to branding of the demand region;
- Use mutual language in the matching process (e.g. e-CF);
- Build a relationship with universities.

BRAIN developed also an infographic, which helps economic development agencies or other stakeholders interested in the implementation of mobility pilot actions on how to manage it.

**Partners’ individual contributions:**

**DIGITALEUROPE:**

DIGITALEUROPE helped BRAIN to define the concept of a Digital Jobs Fair as a mean to implement a mobility pilot aimed to match demand and supply of ICT practitioners across Europe. Details on how DIGITALEUROPE coordinated the overall organisation of the European Digital
Jobs Fair are provided in the section 7.5 dedicated to the project final conference. Therefore, the following points only outlines how DIGITALEUROPE contributed specifically to the implementation of the mobility pilot in Madrid.

1. Established partnership with EURES

In order to provide BRAIN with an online platform that could be used to pre-match the demand and the supply of ICT practitioners in the four selected countries, DIGITALEUROPE collaborated with EURES Spain via DG Employment. As a result of this collaboration, BRAIN and DIGITALEUROPE were able to use the European Job Day (www.europeanjobdays) platform as the online tool to support the implementation of the mobility pilot. The platform was also used to run the online part of the event: https://www.europeanjobdays.eu/en/events/european-digital-jobs-fair-madrid).

2. Reach out to Spanish companies

Considering the strong political attention that the event received, especially in Spain, in order to avoid any “brain drain” implications, DIGITALEUROPE agreed with BRAIN on the necessity to ensure the participation of Spanish employers in the Digital Jobs Fair. Through the help of AMETIC (the Spanish ICT association member of DIGITALEUROPE), DIGITALEUROPE approached and ensured the participation of 10 Spanish employers in the jobs fair. DIGITALEUROPE also supported this company to complete the online registration process, including the registration of their job vacancies on the online platform.

3. Definition of the screening process for companies and candidates

The European Digital Jobs Fair was open to 35 employers and 350 job seekers from Spain with some ICT competences, ICT professionals looking for their next assignments and ICT students searching for their first corporate positions. In order to ensure the best possible match between and supply, DIGITALEUROPE together with EURES defined the process to screen and approve onsite participation for both employers and candidates who registered on the online platform. DIGITALEUROPE also took a leading role in the coordination of the outreach activities targeting Spanish job seekers, by providing EURES Spain with relevant communications material to attract this target group.

4. Logistics

DIGITALEUROPE coordinated in collaboration with Telefonica all logistics of the European Digital Jobs Fair. This included the setup of 36 personalised booths for the participating companies. For this purpose, DIGITALEUROPE prepared an info-package that was shared with all employers in order to provide them with a clear explanation of how the jobs fair was run, and collect the material required to setup the interview booths (e.g. corporate image, name of employers in the booth, etc.).

DIGITALEUROPE also supported BRAIN in the implementation of the mobility pilot in Poland, by helping them to better define the concept of how to use the Erasmus + programme for this purpose, and ensure that the European Commission agreed with this proposal.
DIGITALEUROPE also performed a quality assurance on the Deliverable 3.3, by editing the document to ensure the projects standards and requirements were met.

ECWT

ECWT provided to the organisers contacts and input to the preparation of the event in Spain and involved its National Point of contacts in recruiting participants to the event.

PIN-SME

Informed its national SME association members about the event in Madrid and promoted the participation of Spanish SME employers to the event.
2.3. **WP4 Certification**

As part of the task 4.1, ECDL Foundation convened the e-CF platform and produced collateral to equip the platform members with what is needed to convince their internal and external stakeholders of the benefits of the e-CF. The collateral produced consists of a leaflet with key information about the e-CF, examples from companies and educational institutions using the e-CF, sample advertisements for ICT personnel, and an info sheet for public authorities. All the documents produced are available on the CEPIS website. CEPIS will establish a European IT Professionalism Network to support the continuing professionalization of IT in Europe. The European IT Professionalism Network will be launched in 2016, at a conference gathering members of the e-CF platform and other parties interested in managing IT professionals.

Within Task 4.2, EuroCIO elaborated some business cases around the six target groups identified in Task 4.1, which include tangible and intangible benefits stemming from using e-CF.

In task 4.3., ECDL Foundation developed an e-Competence Benchmark. The tool is designed to help ICT professionals identify their digital competences and best match them to those required by ICT jobs. The aggregated data identified the e-competences of over 2,200 ICT professionals in 28 countries across greater Europe. Based on this data, a European Report, an Executive Summary, and an additional eight country reports were produced. These documents are available on the CEPIS website.

As part of the task 4.4, ECDL Foundation deployed the new certification programme structure based on a flexible modular structure. The New ECDL was deployed across Europe and complemented by an extensive communications campaign. During 2015, more than 450,000 tests of the New Modules were taken in Europe. ECDL Foundation also developed and piloted three new modules: ICT Troubleshooting module (piloted June 2015 in Dublin), ICT in Education module (November-December 2015, Dublin) and Digital Marketing module (December 2015, Milan).

For the task 4.5, empirica supported the e-CF platform and the e-Competence Quality initiative through the continued negotiations with a number of organisations including ICT vendors and potential e-Competence Quality management body stakeholders. By the end of 2015, the e-Competence governance and service provision body reached a point where it became almost fully operational. Continuous cooperation and coordination with the e-CF Platform is ensured through the direct involvement of EeSA and other key players like employment agencies. Other activities taken include promoting e-CF in the ‘Fit for Future’ event at Antwerp (September, 2015), EuroCIO Summer Summit (June, 2015) as well as two events focussing on start-ups and SMEs (in Lisbon and Prague, June 2015).

**Use of human resources per partner in WP7**

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2.3.1. Task 4.1: Promotion of the e-CF platform and pro-active engagement with industry and stakeholders

In 2015, ECDL Foundation, in conjunction with the European E-Skills Association (EeSA) continued to convene the e-CF platform and produced the agreed supporting collateral to best equip the platform members with what is needed to convince their internal and external stakeholders of the benefits of the e-CF. The e-CF platform is composed of approx. 40 stakeholders from industry, educational institutions, associations, and organisations.

The main collateral consisted of a leaflet with key information about the e-CF, its supporters, and the benefits for professionals, IT associations and their members, as well as slides and an infographic for HR departments. The e-CF platform also engaged in social media activity related to the e-CF.

Additional supporting collateral was produced during the second reporting period, composed of examples from companies and educational institutions that are already using the e-CF, sample advertisements for new or temporary ICT personnel, and an info sheet for public authorities with key information about the e-CF and its supporters.

Figure 6: examples of the main e-CF communication materials developed

These materials are available on the CEPIS website: [http://www.cepis.org/e-cf](http://www.cepis.org/e-cf)

Figure 7: e-CF page on the CEPIS website
In addition, ECDL summarised the lessons learnt and results of the e-CF platform in the Deliverable 4.1 which was submitted on 8 December 2015 to the European Commission.

The first lesson learnt from the e-CF platform was the need to develop marketing material to support the promotion of the e-CF. This point was addressed with the production of the aforementioned tailored-made collateral.

Industry representatives also expressed concerns regarding the manner and frequency at which the e-CF would be updated in future. As the e-CF will become a European Standard in 2016, its maintenance will now be the responsibility of CEN/PC 428, in conjunction with national standards bodies. This extremely positive development answers the concerns of industry with regards to the permanence and technical maintenance of the framework. The need for ongoing maintenance of the ICT Professional Profiles that support the e-CF was also expressed. The CEN Workshop on ICT Skills is currently evaluating the further development of the ICT Professional Profiles and this work is expected to commence in 2016.

Another lesson learnt pertaining to e-CF uptake was that while the framework speaks to IT professionals, it is often the HR departments who will implement it in companies. The technicality of the language used presents a challenge for HR staff, although it is necessary for the framework itself. This is accentuated in countries where English is not widely understood. This language issue should be solved when the e-CF is translated by the national standards bodies into their respective languages.

Given the importance of further promoting the e-CF, and considering the variety of motivations and resources available to the different stakeholders involved, the establishment of a network dedicated to gathering all interested parties seems necessary. While ownership of the e-CF will remain with CEN, there is a need for a central point of reference to provide information about the framework and insights into how it can be used. This point of reference should be independent, neutral, and not be commercially driven, but should allow for commercial interests to be discussed and provided support. CEPIS, the Council of European Professional Informatics Societies is uniquely positioned to do so.

CEPIS has therefore committed to establish a European IT Professionalism Network in 2016 as part of the sustainability efforts of the Grand Coalition, but also to support the continuing professionisation of IT in Europe. The European IT Professionalism Network will focus on the promotion and development of IT professionalism in Europe including the e-CF, and become the “home” of the European discussion on the subject. As an independent body, with a mission to promote ICT professionalism, but without a commercial interest, CEPIS is best positioned to bring together a range of interested parties. This will provide a space for stakeholders to discuss their e-CF plans and projects, and ensure that any further communication and promotion of the e-CF remains consistent across Europe. Since it has become clear that the concept of an e-CF governing body is premature, this network would provide a platform to endorse and review activities consistent with the e-CF. This activity is a natural follow-up of the work done by the e-CF platform.
The European IT Professionalism Network will be launched in 2016, at a conference gathering members of the e-CF platform and other parties interesting in managing IT professionals. This activity will be one that can be considered a success story of the Grand Coalition, contributing to its sustainability and giving rise to an ongoing activity supportive of its aims.

**Partners’ individual contributions**

**DIGITALEUROPE**

DIGITALEUROPE reviewed and edited Deliverable 4.1 summarising the results and the lessons learnt from the promotion around the e-CF, before this was submitted to the European Commission.

### 2.3.2. Task 4.2 Formulate best practice processes to stimulate the take up of e-CF based/mapped certifications

Deliverable 4.2 “Formulate best practice processes to stimulate the take up of e-CF mapped certifications” included business cases at a high level and using qualitative measures. In order to supplement this work and provide some concrete benefits of using e-CF, EuroCIO elaborated business cases and included tangible and intangible benefits for each target groups identified in Task 4.1. As a consequence, the supplement had been shared with the e-CF platform to gather additional feedback from industry and other members before its final submission. This additional element provides valuable information on the potential value-add of the e-CF.

![Figure 8: Business case supplement](image-url)
The business cases were produced in a workshop consultation with EuroCIO member organisations, followed by telephone or face-to-face interviews with selected organisations.

### 2.3.3. Task 4.3 Promote the online tool for competence mapping and skills gap identification based on the e-CF

The online competence mapping through the CEPIS e-Competence Benchmark – an e-CF powered tool was highly successful and resulted in Deliverable 4.3 “Present national and European-level uptake of e-CF powered tool”. It exceeded expectations in terms of engaging individuals and companies in Europe and beyond. The tool is designed to help ICT professionals identify their digital competences and best match them to those required by ICT jobs.

This tool enabled CEPIS to assess the e-competences of ICT professionals across Europe. Participants indicate their proficiency level for each of e-CF competence and provide personal information such as gender, age, education, and career profile. Each respondent receives a personalised competence gap analysis showing their e-competences and rating them against those required for a specific professional profile. ICT practitioners can thus identify the competences they need for various ICT roles, enabling them to adapt to market labour demand, and communicate their competences in a comparable manner across the EU. The survey identified the e-competences of over 2,200 ICT professionals in 28 countries across greater Europe.

Although only one report was initially planned, the success of the tool allowed us to produce a European Report, an Executive Summary, and an additional eight country reports for Belgium, Finland, Hungary, Ireland, Italy, Norway, Spain, and the Netherlands. The cost of these additional reports was not charged to the project but was nonetheless attributed to the work of the Grand Coalition.

The data gathered served to further bolster awareness about the e-CF. Parallel to promotion at national level, the lessons learned from the extensive use of both the e-CF and job profiles on such a large scale were provided to the CEN Workshop on ICT Skills and PC/428 in Q2 2015.

During the second reporting period, ECDL worked on updating the CEPIS e-Competence Benchmark, in order to make it compliant with the European e-Competence Framework version 3.0. This involved a thorough revision of the software, preserving the full functionality and the integrity of the existing database. The update is done in such a manner as to allow professionals who have already completed their competence assessment based on the e-CF v2.0 to easily identify the new competences in v.3.0 and to update their profiles without have to complete a whole new assessment. This enables all professionals to have a competence gap assessment using v.3.0 and to use the same to map to the various job profiles. This work on updating the CEPIS e-Competence Benchmark is ongoing and is expected to be publically and freely available by the end of the February.

At the request of WP2 ECDL also provided assistance in mapping the e-CF and existing professionals profiles to those created by the WP.
Partners’ individual contributions:

TELECENTRE

Telecentre-Europe liaised with the existing National and Local Coalitions and member organisations to promote the use of the free online tool to benchmark competences of current or future ICT professionals against the e-CF.

Telecentre-Europe shared the CEPIS e-Competence Benchmark report with National and Local Coalitions stakeholders as well as the Telecentre-Europe stakeholders and members. The promotion was done mainly via online communications, through the following channels:

- Telecentre-Europe’s newsletter (reaching out to over 1,000 subscribers),
- Social media channels (LinkedIn, Facebook, Twitter, Pinterest – reaching out to 1,500 followers),
- Telecentre-Europe website (average 2,000 visitors/month),
- Unite-IT online community (over 700 digital inclusion and empowerment experts registered).

Telecentre-Europe included the Benchmarking report as a resource in Deliverable 5.2 – The Toolkit for National and Local Coalitions. This can be used as a model by the Coalitions when they are researching and assessing the skills gap at the local / national level.

EMPIRICA

empirica continued to use events related to the e-CF and digital skills and jobs topic from other projects and service contracts also for the purpose of the present project to promote the e-CF and associated online tools and create an awareness of these among all the different stakeholder groups referred to above. (Note: The related efforts are not charged to the present project.)

empirica organised a conference entitled European conference on digital and key enabling technologies skills (www.leadership2015.eu), which took place on 1-2 June 2015 in Brussels. At this event the different e-CF brochures were distributed to the around 300 participants. Moreover, the e-CF was an integral part of several of the presentations at this event and helped to further promote it among key stakeholders throughout Europe. (Note: the event was organised and financially supported through another service contract of the European Commission DG GROW.)

Figure 9: Pictures taken at the European conference on digital and key enabling technologies skills in Brussels
2.3.4. 4.4 Facilitate sharing of best practices in innovative certification models for digital competences targeting European SMEs and entrepreneurs with e-business skills

ECDL Foundation has deployed the new innovative certification programme structure across Europe. This programme is based on a flexible modular structure which allows the creation of profiles that match individual and organisational needs. It is designed to help employers and job seekers match skills to jobs. The innovative certification structure has been developed and launched across Europe. 11 countries organised launch events on the national level (Austria, Czech Republic, Denmark, Germany, Hungary, Italy, Lithuania, Luxembourg, the Netherlands, Romania, and Spain) and an extensive communication campaign took place around the new certification programme.

During 2015, more than 450,000 tests of the New ECDL Modules were taken; the most popular Modules were Computer Essentials (over 175,000 tests) and Online Essentials (over 155,000 tests). The leading countries were Italy (more than 180,000 tests), the UK (more than 45,000 tests), Ireland (over 40,000 tests), Romania and Germany (over 30,000 and 20,000 tests accordingly).

The ICT in Education Module was developed throughout 2014. It enables candidates to engage in the pedagogically effective use of ICT to support and enhance teaching, learning and assessment in the classroom. This module is designed to support educators who wish to start effectively using ICT in their professional practice and it certifies the key concepts relating to the use of ICT in the classroom. The module has been developed with input from subject matter experts in the areas of teaching practice and IT user skills. For example, the pilot of this module has undergone a validation process with education experts from European Schoolnet’s Living Schools Lab in 2014.

The ICT in Education Module was piloted in Dublin from 27 November to 9 December 2015. A group of 16 teachers attended the initial face-to-face session of the two-week programme, which was delivered through an online learning platform and culminated in a certification test. All of the participants completed the test. The programme was delivered in conjunction with the Department of Computer Science in Trinity College Dublin, which assisted in developing the learning content and delivery of the programme.

The majority of the pilot participants found that the course provided appropriate content, included useful resource examples and provided adequate preparation for the certification test. They suggested that adding more practical examples and scenarios, practical application of tools and

3 The outline of the new modular structure is available at the ECDL Foundation’s website: http://www.ecdl.org/programmes/ecdl_icdl
Different ideas around the new certification module targeted to entrepreneurs, and particularly SMEs, have been discussed within ECDL Foundation’s network and with our partners in Europe and abroad. Following these discussions, two key areas were identified as particularly relevant for entrepreneurs: digital marketing and ICT troubleshooting. ECDL Foundation decided to develop two new modules to cover both of these skills areas.

ICT Troubleshooting skills are crucial for success of small and medium business. SMEs rarely have sufficient resources to afford regular IT support; thus they need to solve IT issues internally. The new ICT Troubleshooting module was designed to address this issue. It focuses on Operating System setup and maintenance, network and e-mail setup and maintenance as well as troubleshooting common issues in the office environment.

The ICT Troubleshooting module was piloted at ICS Skills in Dublin on 17 and 18 June. The profile of the participants was broad to allow for feedback from a number of possible candidate groups, including office employees, ICT tutors (schools) as well as job seekers. Nine candidates attended the course.

The Digital Marketing module was developed in 2015. It is a certification designed for individuals who wish to manage their organisation’s online presence and to carry out a range of digital marketing activities. Successful candidates of this module will be able to understand key concepts of digital marketing; recognise different social media platforms, set up and use them; use a social media management service to schedule posts and set up notifications, etc. The key target groups of this module are staff of SMEs who need skills to manage organisation’s online
presence and carry out a range of digital marketing activities, students in third level education who are completing a marketing course and marketing professionals who require an overview of digital marketing techniques to supplement their “traditional” marketing skills.

The Digital Marketing module was piloted in three afternoon sessions (9th, 11th and 16th of December, 2015) in Milan, Italy. The pilot took place at Falcone Righi High School, a secondary school that offers courses on Business Administration, Marketing, in addition to courses in Informatics, Electronics, etc. 26 people participated in the pilot: 18 students from the school itself, 7 teachers and one University student.

The pilot of the Digital Marketing module revealed that the weight assigned to different topics of the programme are right but more attention should be allocated to practical examples and analysis of real digital platforms. Another recommendation is that this module should ideally be delivered in line with other ECDL Modules such as Online Essentials, IT Security, Online Collaboration, Image Editing, etc. as these modules provide the base and support for delivering the Digital Marketing material.

2.3.5. Task 4.5: Promoting e-skills quality label for ICT industry training and certification

empirica’s activities under task 4.5 related to the e-Competence Quality initiative. As part of the project activities in 2015, empirica contributed to and supported the e-CF platform and the e-Competence Quality initiative through the continued negotiations with:

- ICT vendors including Linux Professional Institute, Microsoft, Cisco, CompTIA for mapping their ICT certifications to the e-CF and fulfilling the criteria to obtain the e-Competence Quality label and thereby making their certifications available as part of the e-Competence Quality service offers. The way these are made accessible and integrated into the service offerings of the e-Competence-Quality service are depicted in the following screenshot of the e-Competence-Quality web portal (www.e-competence-quality.com);
- potential e-Competence Quality management body stakeholders for becoming a member and taking responsibility for running the e-Competence Quality management and service provision (EXIN, APMG International)

Figure 13: e-Competence Quality web portal
potential e-Competence Quality governance body stakeholders with the aim to become members of the e-Competence Quality governance board.

In 2015, further discussions were held with PIN-SME, EeSA, CIONET, EuroCIO, CEPIS and DIGITALEUROPE to motivate them to become members of the governance board which would help to further expand and spread service provision also among SMEs and ICT industry players and CERT-IT and other national certification organisations which would help to anchor the service provision also at national level in Europe.

e-Competence Quality web portal operation and of the associated online tools could be achieved with web portal / service operation currently carried out by EXIN.

empirica continued in 2015 the discussions with large ICT vendors such as Cisco, Microsoft, SAP, ORACLE and HP for further registrations of their certifications to become quality labelled and included in the growing database of certified and quality labelled industry-based certificates. As a result, several further certification and quality labelling activities could be and are currently being carried out with/for some vendors stepwise increasing the number of quality-labelled IBTCs on the web portal. These activities will be continued in 2016.

The details for the establishment and operation of the governance and service provision body are described in a document ‘Governing the e-Competence Platform’, which built the basis for discussion and negotiations.

Negotiations with potential QL management and service provision body stakeholders took place. EXIN and APMG - internationally renowned as examination, accreditation and certification institutions operating worldwide - have confirmed their agreement to act as service providers for the e-CF mapping of industry-based certifications, reviewing of such e-CF mappings and preparing the awarding of a QL through an awarding authority (see below: QL governance body stakeholders/partnership). The service provision process and procedure descriptions have been accomplished. Service provision is ready to start.

Negotiations with potential QL governance body stakeholders took place including a meeting on 9 September 2015 and a workshop on 30 September in Brussels with top-level representatives and decision makers from DIGITALEUROPE, EuroCIO, CIONET, PIN-SME, EeSA and CEPIS.

The importance of the publication of success stories was emphasised for reaching KPI targets and will have a place in the future activities. This also includes piloting activities of e-CF use and the use of the services provided by the e-Competence Platform provided by the above web portal (self-assessment tool, certificate profiles repository) in large and small companies. The above stakeholders representing different types of small and large companies in Europe have expressed their willingness to support such piloting activities in selected member organisations.

In late 2015 the e-Competence governance and service provision body reached a point where it became almost fully operational now. Details are depicted in the following table:
<table>
<thead>
<tr>
<th>Service</th>
<th>Status</th>
<th>Notes</th>
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</thead>
<tbody>
<tr>
<td>Management and service provision body and structures for QL award</td>
<td>Defined and operational</td>
<td></td>
</tr>
<tr>
<td>Governance body and structures</td>
<td>Defined</td>
<td>Awaiting final decisions to become operational</td>
</tr>
<tr>
<td>Web portal and operation</td>
<td>Operational</td>
<td></td>
</tr>
<tr>
<td>Associated online tools</td>
<td>Operational</td>
<td></td>
</tr>
<tr>
<td>Register of certifications with QL</td>
<td>Operational</td>
<td></td>
</tr>
<tr>
<td>e-CF mapping of IBTCs, QL labelling and awarding</td>
<td>Ongoing; continuous activity</td>
<td></td>
</tr>
</tbody>
</table>

Discussions continued and partners like PIN-SME emphasised the importance for its members (SMEs in the ICT sector) not only for a QL which is awarded by an industry-led awarding authority (here: the e-Competence governance body as described above) but a QL which constitutes a European standard.

This view was further emphasised and shared by further actors in this field including some IBTC providers/vendors. In order to best meet these market demands they all expressed an interest in developing and submitting a proposal to CEN PC 428 for the development of a European standard for a QL for IBTCs in relation to EN 16879 (= e-CF - European e-Competence Framework).

It is against this background that empirica carried out a series of discussions with relevant actors for developing such a proposal under and for the CEN. In this context, a workshop was organised together with DIN, the German national standardisation body and supported by Randstad, GFN and data assessment solutions which took place on 27 October 2015 at DIN in Berlin where the e-CF, use in organisations, for training programme development and transparency creation of such programmes in the market and related QL approaches together with the model and activities for establishing a European e-Competence governance and service provision body were discussed.

![Figure 14: DIN workshop banner](image)

The above activities were highly appreciated but there was agreement that further awareness raising activities are needed to make the e-CF better known in Germany and Europe. It was also suggested that an easy to understand user guide for e-CF use and its relationship to and co-existence with existing company competence frameworks in organisations would help in speeding up use of the e-CF in industry and elsewhere.

A further event is now planned to take place in Germany in 2016 organised by the German national CIO organisation VOICE e.V.
In the meantime, a first proposal was developed, presented and discussed at the last CEN ICT Skills Workshop Plenary in Paris on 9 December 2015. As a next step it will now and in 2016 have to undergo a commenting cycle before it is submitted to the workshop for adoption and can enter the CEN and then European Commission approval processes. After approval and official notification, a call for experts can take place to carry out the necessary work for the final specification and implementation of the necessary governance and management structures.

In the meantime, also discussions with the German employment agency and staffing industry players (Randstad) on ways of using an e-skills QL and related services like http://www.e-competence-quality.com in the day-to-day practice of employment agencies have been continued. This may lead to a jointly preparation of an approach to contact and discuss these issues with the relevant players at the European network of Public Employment Services in 2016.

Continuous cooperation and coordination with the e-CF Platform is ensured through the direct involvement of EeSA and other key players of the e-CF Platform in all discussions. The same holds true for the involvement of actors from employment agencies and staffing industry. Randstad is involved and has also been co-organiser and sponsor of the DIN event in October in Berlin (see above).

**e-CF in Curricula and Programme Development in Higher and Executive Education**

Further activities include those aimed at anchoring the e-CF in Higher and Executive Education especially in curricula and programme development and adaptation. The activities will continue to be based on first results and achievements from the initial European Commission activities on digital and e-leadership skills (www.eskills-guide.eu) which contractually have come to an end in March 2015. The activities started afterwards and have started to involve around 20 universities and business schools throughout Europe. These will be supported in using the e-CF and associated tools in curriculum development, new study programme development and adaptation of existing programmes. The use of the e-CF in these processes allows for the urgently needed transparency of different programmes with respect to learning outcomes and the competences and skills to be taught and achieved when successfully running to these programmes. First universities and business schools who went through these processes with empirica include Henley Business School in the UK, IE Business School in Spain, Technical University in Munich in Germany, several universities in Italy and Bulgaria and the Hochschule St. Gallen in Switzerland.

**Fit for Future**

‘Fit for Future’ was an e-CF event at Antwerp Management School which empirica carried out together with the University of Antwerp and itSMF (IT-Service-Management-Forum)

The event organised by Antwerp School of Management together with the e-CF Forum Netherlands and itSMF Belgium in logo partnership with the European Commission Grand Coalition for Digital Jobs took place on 10 September 2015 in Antwerp and was attended by almost 100 expert participants.

The objective was to promote the e-CF and its use in industry with the first European certified e-CF service manager Gert-Jo van der Heijden from Yacht – a Randstad company – speaking about his experiences in e-CF use. Veerle Lozzie, Global Operations and IT Manager of Melexis & CIO of the Year 2014 presented the e-leadership skills required for successfully operating teams in a large company and Werner B. Korte from...
empirica providing empirical evidence of the huge gap of properly skilled workers with respect to digital and e-leadership skills already today which is going to even grow until 2020. Finally, professor Steven de Haes described how the e-CF can be used in higher and executive education and training programme development using the case of the School of Management at Antwerp University as an example for improving and fine tuning existing programmes to make these programmes more suitable, fit and attractive for different target groups.

Figure 15: Fit for future event, 10 September 2015, Antwerp

e-CF in IT professional in recruitment, promotion but also application processes

In cooperation with EuroCIO, the European CIO Association - and at the EuroCIO Summer Summit on 17 – 18 June 2015 in Amsterdam we introduced around 50 CIOs from major European companies to the e-CF and the role of the e-CF and accompanying online tools like those developed by CEPIS and www.e-competence-quality.com to support HR departments and executives but also IT professionals in recruitment, promotion but also application processes. This took place using different formats: a keynote presentation and a roundtable on ‘ICT skills and e-leadership skills’. Especially in the latter the discussion very much focussed on the e-CF as an appropriate competence and skills framework and the associated tools described above as suitable means for use by HR departments in larger corporations to ease recruitment and promotion processes and obtain ICT experts with the most suitable skills. Several organisations have expressed their appreciation of these kinds of tools and frameworks and have now started to use them.

Figure 16: EuroCIO Summer Summit, 17-18 June, Amsterdam

e-CF in skills development in start-ups and SMEs processes

Two events were organised together with EYIF European Young Innovators Forum and national key players in digital entrepreneurship and start-ups to demonstrate the role the e-CF could play in the development of the skills needed for starting an own business. The events entitled ‘How to develop your skills in a start-up? Do universities play a role to fill the gap and the potential role of the e-CF’ took place in Lisbon on 5th June and Prague on 15 June 2015.

The Lisbon event was organised in close cooperation with the European Young Innovators Forum (EYIF), empirica and the support of Lisbon Challenge, Europe’s most international and challenging start-up accelerator. It took place as part of the Lisbon Investment Summit (#LIS15) and gathered over 50 participants from the start-up
and business community, innovative employers, especially from SMEs and start-ups, entrepreneurs, current and aspiring e-leaders, training providers and universities. The workshop showed different ways of how the necessary skills can be learned and trained whereby this is carried out by dividing the work at different stages and between different parties: universities, other training providers, corporations providing work experience through internships and the like. It also revealed the necessity to build partnerships between universities and the new training actors offering education on digital skills but also to develop online learning to attract the start-up community and entrepreneurship community - it must be seen as a complement for traditional university courses with a competence framework like the e-CF used for training programme development being of a great help in creating transparency and trust with respect to different training offers.

At the Prague workshop, experts expressed the view that there is an urgent need for partnerships of higher education institutions and players from industry; this could help a lot in ensuring people/students getting the right type of skills and practical experience on the job helping them to become successful employees. Again, the important role of a competence framework like the e-CF was emphasised. At present universities and Business School training programmes only seem to play a role for SMEs where these are of a short duration, modular, flexible and at acceptable fees. Consultants and professional coaching / mentoring are among the main sources for training used most by SMEs. This shows that there is room for other education and training players who find it easier to be more flexible, committed and dedicated.

PIN-SME

PIN-SME participated in meetings organised by empirica with other stakeholders in order to define a roadmap for concrete actions and projects. The support of PIN-SME also involved direct interviews with key staffs of SMEs in order to check the interest and feasibility of a pilot. An article on the subject was published on digitalsme.eu (http://www.digitalsme.eu/e-skills-standards-might-help-companies-navigate-the-jungle-of-industry-certifications/)
2.4. WP5 Attracting people to ICT: Awareness raising

WP5 is dedicated to raising awareness among different audiences on the main priorities of the Grand Coalition of Digital Jobs and reaching out to stakeholders to attract them to take part in the activities of the Grand Coalition at European and/or national level.

The decision by the European Commission (DG ENTR) to continue the eSkills for Jobs campaign focusing on raising awareness of digital skills and employment, has reconfirmed the need for the DIGITALJOBS awareness raising activities to keep a very specific scope. Indeed, in order to avoid overlapping and addressing the same audiences, the awareness raising activities of the Secretariat of Grand Coalition have been designed as complementary to the eSkills for Jobs 2015-2016 campaign. That is why WP5 focused on communicating specifically the Grand Coalition’s actions and results in order to ultimately engage more stakeholders in its activities.

In order to achieve these objectives, a threefold strategy was set up to roll out awareness raising activities during the overall project lifespan (T5.1), the creation of a Local Coalition toolkit and peer support scheme (T5.2) and the monitoring of progress made by pledges and the Grand Coalition as a whole (T5.3).

Use of human resources per partner in WP5

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<th>Workpackage</th>
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<th>DIITEX</th>
<th>ECOL</th>
<th>ECWT</th>
<th>EUROCIO</th>
<th>EMPHRICA</th>
<th>ESKILLS</th>
<th>EUN</th>
<th>MITA</th>
<th>NUIM</th>
<th>PIN-SME</th>
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</table>

2.4.1. Task 5.1 Awareness activities

DIGITALEUROPE, EUN, EuroCIO, PIN-SME and The Tech Partnership (previously eSkills UK) committed to carry out targeted mini-awareness campaigns reaching out to industry stakeholders, schools and teachers, Ministries of Education and policy makers, ICT practitioners and SMEs.

Each consortium partner proposed their communications, dissemination and awareness raising activities to foster the visibility of the project results and initiatives. These actions included the exploitation of the partners’ main communication channels - including websites, blogs, social media, newsletters, publications, face-to-face events, stakeholders’ networks and communities.

The focus of the awareness raising campaign of each of the five partners is summarised as follows:

- DIGITALEUROPE focussed its awareness raising activities on a wide promotion of the Grand Coalition, and of the work of the Secretariat, aiming to enlarge the partnership to the widest range of stakeholders, both at EU and national level. In addition to the awareness raising activities initially planned as part of its mini-awareness raising campaign, DIGITALEUROPE also conducted a wide communications action around the European Digital Jobs Fair.
PIN-SME continued to inform its SME associations about the activities of the Grand Coalition with a special focus on reaching out to SMEs at national level. The successful delivery of PIN-SME’s awareness campaign is underpinned by the fact that several SME associations have been involved in Grand Coalition activities and have been proactive in participating in the formation of national coalitions.

EUN awareness activities were specifically addressing the topic of computer science education and coding, as the key to developing the skills and competences needed in the digital society. The increased attention to the topic on a European level, also achieved by the successful launch of the European Coding Initiative, highlighted the necessity to use the momentum and initiate more discussions on the topic of introducing computer science education into the national curricula.

During the period of February – July 2015 the Tech partnership supported and participated in several workshops and high-level events. It also engaged in an intensive awareness campaign using all social media channels, reaching out to over 70,000 people. In addition, The Tech Partnership delivered communication activities with the aim of informing people about the endorsement of The Tech Partnership as the UK National Coalition.

EUN and DIGITALEUROPE facilitated the process of planning and coordination of awareness activities by regularly distributing templates that were developed in the beginning of the project. In particular, two templates were distributed to all partners in order to support the planning of the awareness raising and dissemination activities:

- A template shared with the five partners responsible for the mini awareness raising activities in order to help them to specify the nature of the awareness raising action to be implemented in this context. This was developed and circulated by EUN.

- Another template, focusing more on metrics and dissemination impact was developed by DIGITALEUROPE in order to feed in the development of the overall dissemination activities implemented under WP7.

Detailed information about the awareness raising activities and their outcomes are summarised in Deliverable 5.1. The next sections provide a broad overview of the five mini-awareness raising campaign.

**2.4.1.1. Task 5.1.1 – DIGITALEUROPE awareness campaign**

DIGITALEUROPE focussed its awareness raising activities on promoting the Grand Coalition and the work of its Secretariat aiming to enlarge the partnership to the widest range of stakeholders, both at EU and National level. The channels used for such promotion included not only DIGITALEUROPE’s own members, National Trade Associations and corporates, but also a wide variety of stakeholders including pledgers, training and education providers (including VET), various units within several of the Commission DGs including DG EAC and DG EMPL, and other
third party organisations such as CSR Europe, BUSINESSEUROPE and EuroCommerce, to name a few.

DIGITALEUROPE also included in its awareness raising activities Member States officials and experts. These stakeholders were reached not only through bilateral meetings and events, but also via emails distributions, newsletters, press releases and social media. Whilst DIGITALEUROPE’s awareness raising campaign around the Grand Coalition included a plethora of major and minor activities, the main activities conducted during the second year of the DIGITALJOBS project are listed below in order to give a sense of the kind of impact that these have had on the successful acknowledgement and expansion of the Grand Coalition, both at EU and national level. The Grand Coalition booklet was widely distributed during all these events and conferences.

- **Bilateral meetings with stakeholders:** During 2015 DIGITALEUROPE organised direct meetings with a large number of stakeholders from the ICT sector and beyond to introduce them to the Grand Coalition and ensure their involvement in its activities both at EU and national level.

<table>
<thead>
<tr>
<th>ICT sector</th>
<th>Non ICT sector</th>
</tr>
</thead>
<tbody>
<tr>
<td>*CA Technologies</td>
<td>BUSINESSEUROPE</td>
</tr>
<tr>
<td>*Certiaidia</td>
<td>DG EMPL</td>
</tr>
<tr>
<td>Fujitsu</td>
<td>DG EAC</td>
</tr>
<tr>
<td>*Huawei</td>
<td>Ceernet</td>
</tr>
<tr>
<td>Tata Consultancy Service</td>
<td>EFVET European Forum of Technical and Vocational</td>
</tr>
<tr>
<td>Czech ICT Alliance</td>
<td>Education and Training</td>
</tr>
<tr>
<td>*ICT Netherlands/ECP</td>
<td>Logos EU consultancy</td>
</tr>
<tr>
<td>*Amazon Web Services</td>
<td>*Cabinet of Belgian Ministry for Digital Agenda</td>
</tr>
<tr>
<td>Canon</td>
<td>*National College for Digital Skills</td>
</tr>
<tr>
<td>Lenovo</td>
<td>Member of the European Parliament Victor Negrescu</td>
</tr>
<tr>
<td></td>
<td>Upturn generations</td>
</tr>
<tr>
<td></td>
<td>Confederation of British industries</td>
</tr>
<tr>
<td></td>
<td>*Ubiqum code academy</td>
</tr>
<tr>
<td></td>
<td>*Digitaljobs.com</td>
</tr>
<tr>
<td></td>
<td>University of Birmingham</td>
</tr>
<tr>
<td></td>
<td>GAN Global Apprenticeships Network</td>
</tr>
</tbody>
</table>

*Have submitted or are in the process to submit a pledge to the Grand Coalition

- **Workshop and events:** In order to attract a greater number of stakeholders to the Grand Coalition, DIGITALEUROPE organised and took part in a series of workshops and events to present the activities of the Grand Coalition both at EU and national level:

  - February 2015: Presentation to EuroCommerce Social Affairs Committee meeting;
  
  - March 2015: panel discussion in the context of the eSkills for Jobs Campaign High level conference – Riga;
  
  - June 2015: panel discussion on the progress of the National Coalitions in the context of the
DIGITALEUROPE’s annual Summit of the National Trade Associations;

- July 2015: Presentation at FTI seminar on Women in technology;

- September 2015: dinner debate at the European Parliament with MEPs, European Commission officials and key stakeholders on the importance of digital skills – cobranded under the Grand Coalition;

- November 2015: Organisation of the European Digital Jobs Fair 2015 including a panel discussion to raise awareness about the activities of the Grand Coalition for Digital Jobs;

- November 2015: Organisation of High-level Lunch meeting with Commissioner Oettinger and senior executive from pledger companies to discuss the future development of the Grand Coalition;

- December 2015: panel discussion on the Grand Coalition in the context of the eSkills for Jobs Campaign High level conference in Luxembourg. The Grand Coalition logo was included in the conference website, banners, brochures and materials.

- Other communications activities: Meetings were complemented by a different range of communications activities including:
  - Publication of materials on DIGITALEUROPE’s website: DIGITALEUROPE created a dedicated section on its website providing not only information on the Grand Coalition and the Secretariat’s activities, but also containing all relevant documents produced under the DIGITALJOBS project. http://www.digitaleurope.org/OurWork/Projects/GrandCoalitionforDigitalJobs.aspx
o **Social media:** Promotion of the Grand Coalition through ad hoc messages on Twitter and Facebook aimed to promote specific events, actions and activities from the Commission and other relevant stakeholders. At least 50 posts were produced by DIGITALEUROPE in the second project period in relation to the Grand Coalition.

![Example of Tweets](image)

*Figure 20: Examples of Tweets of DIGITALEUROPE*

o **Articles, Press Releases and newsletter:** At least 15 articles were produced on the Grand Coalition in 2015 and widely disseminated via DIGITALEUROPE’s Digital headlines newsletters which reaches over 2,000 stakeholders. Articles related to the Grand Coalition and digital skills are available here: [http://www.digitaleurope.org/SearchResults.aspx?Search=Grand%20Coalition](http://www.digitaleurope.org/SearchResults.aspx?Search=Grand%20Coalition)

o **Booklet distribution:** DIGITALEUROPE extensively used the Grand Coalition booklet during the two years of the DIGITALJOBS project to engage with different stakeholders. A full list of events where DIGITALEUROPE distributed the Grand Coalition booklet is provided in the D5.1 report. The booklet is also available at DIGITALEUROPE’s website: [https://issuu.com/digitaleurope/docs/grand_coalition10/c/sl8989x](https://issuu.com/digitaleurope/docs/grand_coalition10/c/sl8989x).

In addition to these activities, DIGITALEUROPE also dedicated considerable time reviewing, commenting, updating and adding to the drafts of the deliverable 5.1 in order to ensure that both qualitative and quantitative results of the awareness activities were clearly defined in the report.
2.4.1.2. Task 5.1.2 – EUN awareness campaign

EUN focused on awareness-raising activities linked to the importance of teaching and learning digital competences in general and computer science in particular, as well as on the dissemination of relevant education and training opportunities.

EUN used its communication channels to reach out to stakeholders, i.e. educators, policy makers, ministries, and promote the Grand Coalition for Digital Jobs on a regular basis. Some of the main activities included:

- Promotion of the Grand Coalition via EUN stakeholders’ newsletter (targeted to policy makers and education experts);
- Promotion of the Brochure on the Grand Coalition via the EUN stakeholder newsletter (targeted to policy makers and education experts);
- Promotion of the Toolkit for National and Local Coalitions via the EUN stakeholder newsletter (targeted to policy makers and education experts);
- Promotion of the Secretariat of the Grand Coalition training opportunities via the teachers’ newsletter;
- Promotion of the Grand Coalition for Digital Jobs outputs via social media.

Encouraged by DG CONNECT and the European Commission EUN concentrated significant effort into delivering activities for the promotion of coding as a key competence to be integrated in all education systems. For doing so, a public private partnership, called the European Coding Initiative has been founded and a dedicated website, www.allyouneediscode.eu, launched in October 2014 by former Vice President Neelie Kroes.

The European Coding Initiative is raising the profile of the education and training resources, and is being exploited to promote and support the Commission strategy on digital skills within the digital single market strategy as well as backing up the roll out of the EU Code Week 2015.

It plays a central role in a number of Europe-wide advocacy and awareness-raising campaigns, including the Grand Coalition for Digital Jobs.

All partners in the initiative have joined forces in addressing the digital skills gap through the promotion of computing in school curricula in order to ensure that young people have the required digital competences in order to be competitive in today’s digital society.
The European Coding Initiative offers a database with resources for everyone - from the youngest coders, to pedagogical resources and lesson plans for teachers, to industry training and certification for professionals.

EUN integrated activities for the promotion of the European Coding Initiative within the Grand Coalition awareness raising campaign in order to raise the profile of the resources available through the initiative among stakeholders from Ministries of education and teacher communities.

On the 9 June 2015, EUN organised a high level event in the framework of the Coding Initiative, *Integrating Coding into Schools Curricula*. The event gathered representatives from Ministries of education and policy makers and showcased projects that stimulate students’ and teachers’ interest in computer science, with a special focus on coding. About 30 representatives of European Ministries of education took part to the event; EU level policy makers and industry representatives, including the members of the Coding Initiative, joined the discussion as well.

As an output of this framework initiative a survey on the state of the art on the integration of computing into European curricula has been conducted and a related report published and circulated to the Ministries of Education member of EUN. The report has also been updated and improved resulting in the publication of the report: *Computing our future: Computer programming and coding - Priorities, school curricula and initiatives across Europe*.

The Coding Initiative organised in cooperation with the DIGITALJOBS consortium, DG Connect, and the Code Week Ambassadors, a key event in Brussels to support the Code Week 2015, on the 12 October: the *All You Need is Code Event*. European policy makers, industry and civil society gathered in this high level event to pledge their support to bring coding and programming to all demographics, both in formal and informal learning environments. Participants also experienced first-hand some of the most innovative and engaging ways to teach and learn how to code.

In addition to policy events, EUN has adopted in parallel a bottom up approach in order to reach out innovative teachers, providing them with training opportunities and chances to exchange and network. A concrete example is the organisation of a two weeks online learning event within the eTwinning learning Labs platform, titled Coding, Teaching, Learning. The learning event aimed at sharing tools and practices to introduce coding to students in an engaging way, and help defuse...
negative stereotypes around computer programmers’ world. The online activities lasted for 14 days, from 5 October to 19 October 2015. It was divided into five modules (activity blocks) whereas each module included videos, learning materials and discussion spaces.

Despite the previous fears and concerns regarding teaching coding at schools, a lot of teachers at the end of the learning event were introducing somehow teaching coding in their classrooms, and new eTwinning projects in coding also started to take shape. The learning event was successful in encouraging many teachers to participate in the Europe Code week 2015 by organising coding events with their pupils. A total of 172 teachers from 17 different countries participated in the learning event. From them, 52.87% considered the learning event to be excellent, 37.93% thought it was very good.

2.4.1.3. Task 5.1.3 – EuroCIO awareness campaign

The European CIO Association (EuroCIO) is comprised of two types of member – Direct members, whose organisations are full members of EuroCIO on a company basis, and the National bodies, the regional CIO associations in each of the member countries. The Netherlands, France, Germany, Belgium, Italy, Bulgaria and Turkey have strong CIO network associations.

All activities conducted as part of this project are based on the consolidated input from both these groups. As an example, the best practice processes for the take up of the e-CF were defined through a series of workshops with representation from both direct members and the associated National bodies.

Dissemination of the reports and best practices identified in all the Secretariat of the Grand Coalition initiatives was carried out through various channels to these same groups, including

- three network meetings;
- Special interest group meetings (Cloud Council, HR&Education council, Cyber Security Council);
- The annual conference.

The annual conference, held in Berlin on 2-3 December 2015, is EuroCIO’s flagship event. There is always an agenda item on European Commission initiatives and a request was made to the Project Manager Giusy Cannella, and all the work stream leads to provide a pack on information for dissemination. In addition, there are workshops during the event, some of which picked up on core themes from the Secretariat programme.

As far as the Councils are concerned, the HR&Education Council takes an active interest in topics such as the e-CF and the expected skills shortfall and has actively contributed input to the relevant Secretariat projects (for example, through our partnership with empirica).

In addition to face-to-face meetings, EuroCIO produced a monthly newsletter and this channel is used to disseminate Secretariat materials to the members.
As a specific activity, EuroCIO built on its previous 4.2 activity by developing a business case for the e-CF implementation.

### 2.4.1.4. Task 5.1.4 – PIN-SME awareness campaign

Following the successful campaign in reporting period 1, which raised the interest of several national SME associations, PIN-SME continued informing its 12 national SME associations about the Grand Coalition’s activities. Communication was targeted at SMEs and to the management of SME associations, with a focus on concrete activities and involvement of SMEs at national level.

As a result, several national SME associations contributed to the objectives of the Coalition at national level. In particular, the following results were reached:

- **Germany:** BITMI, the national SME association that represents over 1,000 mid-sized IT enterprises in Germany, was one of the founders of the German national coalition;
- **Bulgaria:** BASSCOM was among the initiators of the Bulgarian national coalition;
- **Italy:** CNA ICT was among the initiators of the Italian national coalition;
- **France:** GPNI enquired the government about their position on the Grand Coalition;
- **Serbia:** VOICT was among the founders of the national coalition;

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**Figure 24:** PIN-SME website

**Figure 25:** Website of a member of PIN-SME promoting the Grand Coalition
Further, PIN-SME published an article to inform the public, especially SMEs and their associations, about European standards on e-skills, and to raise awareness about the important processes for the development of policy and standards on skills at EU level. The article was also about the function of such a framework standard in the creation of the Digital Single Market and the possible benefits for companies and practitioners. [http://www.digital-sme.eu/e-cf-becomes-a-european-standard/](http://www.digital-sme.eu/e-cf-becomes-a-european-standard/)

PIN-SME organised an information session on e-CF as part of an existing online meeting with national ICT SME association. It was a presentation about the recent development in standards for e-skills, in particular e-CF and a Q/A session.

Figure 26: article on e-CF at PIN-SME’s website

PIN-SME implemented the following key awareness raising activities during P2:

- the Tech Partnership liaised with employers (for example the BBC) to support and tweet about their activities such as Pledges (BBC Pledge published on 4 February 2015) (via Tweet -1200; Retweeted 4 times x conservative 250 each is 1,000. Total 2,200)

Supported the European workshop on 11 February 2015 in Brussels entitled 'Promoting e-Leadership in Europe - Scaling up efforts and joining forces in 2015' by issuing a statement to support European collaboration and jobs. It was recommending that policy-makers, industry representatives and top academics from across Europe present the plans they have to contribute to this European coalition in order to scale up efforts and join forces in 2015 and where appropriate set up national coalitions and increase the flow of e-leadership skills into the economy and into executive positions in industry. (via Tweet – 1,200)

The Tech Partnership provided a speaker (Nigel Payne) on 5 June 2015 to the workshop (e-Leadership Regional Cluster) entitled Are you digital and IT ready? - Effective e-leadership for high performance SMEs. Tech Partnership presentation “Developing tomorrow’s e-leaders today” (attendees plus Tweet - 1,300 plus 1 retweet 250 Total 1,550)

The above and all event presentations are published at: [http://eskills-lead.eu/events/london/](http://eskills-lead.eu/events/london/)

On June 17-18, 2015 - Nigel Payne on behalf of the Tech Partnership was invited by the Latvian European Presidency to the Digital Assembly 2015 conference promoting the Digital Single Market to take part in the Opening Workshop where The Tech Partnership was endorsed by the European Commission as the UK National Coalition supporting the “Grand Coalition for Digital Jobs”. Part 1 and Part 2 of the Opening Workshop can be seen on Youtube here:

Part 1: [https://www.youtube.com/watch?v=5anXNY1-LfA](https://www.youtube.com/watch?v=5anXNY1-LfA)

Part 2: [https://www.youtube.com/watch?v=7JEm48qQuss](https://www.youtube.com/watch?v=7JEm48qQuss)

(channels incl. internet streaming, Tweet, and Youtube – Total 1400)

Press Release issued by the Tech Partnership (including a quote from the EU Commission) highlighting its endorsement as the National Coalition for the UK. (Press
release issued at the same time as one from the European Commission on the same subject). (Total arising from Digital Assembly 2015 event in Latvia 55,592 - details in the D5.1 report)

![Image](image)

**The Tech Partnership “proud to represent UK” in European Digital Skills Coalition**

At today’s meeting of the European Digital Assembly 2015 in Riga, the Tech Partnership will formally be recognised as the UK National Coalition within the **Grand Coalition for Digital Jobs**, a European Union initiative that works to secure new digital skills and jobs in Europe.

The EU forecasts a shortage of more than 800,000 IT professionals across Europe by 2020, highlighting the need for concerted action to fill the skills gap. The Grand Coalition is working across governments to scale up successful interventions, support grass roots activities and facilitate access to funding.

The Tech Partnership is widely acknowledged within Europe as a beacon of good practice in addressing skills issues. UK employers’ ability to look beyond individual interests, and collaborate for the greater good, is seen as a model for other national coalitions, and their ability to work together to implement plans that directly address skills gaps, while remaining sensitive to local conditions, is agreed to be exemplary.

“We are proud to represent the UK as part of the Grand Coalition for Digital Jobs,” says Phil Smith, CEO UK and Ireland, Cisco and Chair of the Tech Partnership. “We can offer our longstanding experience of confronting skills gaps, and in return we can learn from successes in other countries. The Tech Partnership reflects the Grand Coalition’s priorities, not least our common commitment to ensuring everyone with high potential, and particularly women, can find a home for their talents in the tech sector.”

Andrus Ansip, Vice President of the European Commission in charge of the Digital Single Market adds: “I am delighted The Tech Partnership has been endorsed as the National Coalition for the UK in support of the EU’s Grand Coalition for Digital Jobs. The UK has an excellent track record in anticipating digital skills needs and in designing solutions for skills development. I looking forward to a strengthening of the Grand Coalition, to create digital jobs and underpin the Digital Single Market.”


- The Tech Partnership together with BCS and The SFIA Foundation hosted a **“Developing Digital Talent” conference in London on 1 July** aimed at senior employers and stakeholders (150 attendees plus Tweet, 10 retweets & videos on BCS website, 4100)

  The videos from Developing Digital Talent 2015 are on the BCS website here [http://www.bcs.org/digitaltalent15](http://www.bcs.org/digitaltalent15).


- The Tech Partnership launched **two major awareness raising campaigns:**

  o **The #choosetechcampaign** used web and social media to promote tech education, training and careers by using real life case studies to highlight the range of exciting opportunities in tech and digital. These were promoted widely through channels, such as Facebook, Twitter and LinkedIn, and through employers’ own channels. These can be seen at [https://www.thethechpartnership.com/news-events/news/employers-get-behind-choose-tech/](https://www.thethechpartnership.com/news-events/news/employers-get-behind-choose-tech/). This was supported by a number of
infographics and an article in Careers World, as shown below. The #choosetech campaign ran through September 2015 and reached 50,000 people.

This was followed by the #mytechstory campaign which invited people currently working in tech and digital careers to submit their story. This attracted people young and old who had interesting stories to tell about their route to an exciting career in tech. This campaign was particularly attractive to education and training providers, as well as employers, resulting in significant reach and engagement. These can be seen at https://www.thetechpartnership.com/inspire/my-tech-story/. The #mytechstory ran from October to end January 2016 and reached 100,000 people (as well as 2 million twitter impressions). The following illustrates the type of tweets that these campaigns generated.
2.4.2. Task 5.2 Local coalition toolkit and peer support

The National and Local Coalition toolkit developed in the first year of the DIGITALJOBS project has been updated in the second year with information about the newly launched Coalitions and the ones under formation. During this period, the toolkit was promoted by several members of the consortium and several Local and National Coalitions received also peer support from the Secretariat.

TELECENTRE updated the toolkit with the newly launched Coalitions and the ones under formation as well as with the contact details of the Coalitions. TELECENTRE promoted and distributed the updated toolkit through social media and its website.

TELECENTRE provided peer support to the following stakeholders on the creation of new coalitions and their action plans. This was provided through email, conference calls or individual phone discussions. Also, TELECENTRE shared the toolkit and other useful documents with the stakeholders including:

- Association IT Romania;
- Digital Champion Belgium;
- ECP-EPN Netherlands;
- DI ITEK Denmark;
- AGID Italy;
- Digital Champion Austria;
- ITAS Slovakia;
- Czech ICT Alliance;
- FCT Portugal;
- CIONET France;
- CIONET Luxembourg.

Partners’ individual contributions:

DIGITALEUROPE

During 2015, DIGITALEUROPE continued the extensive promotion of the Toolkit for National and Local Coalitions with all stakeholders potentially interested in the setting up of a new National and Local Coalition. The Toolkit was not only shared with these stakeholders to advise them on the process to set up a new Coalition, but also to share useful details about the existing Coalitions to those stakeholders who were interested to joining existing Coalitions. The Toolkit was used both as a tool to promote the setup of new Coalitions, but also to strength the existing ones.

The Toolkit was also used to provide the emerging Coalitions with templates and instructions for the preparation of their concept note and action plans.
More details on the peer support provided by DIGITALEUROPE to these stakeholders, including the provision of the Toolkit are provided in the section 2.6.2 of this report dedicated to Task 7.2 Setup of Local Coalitions.

### 2.4.3. Task 5.3 Measuring progress of the pledges and the Grand Coalition

EUN has monitored the progress of the pledges of the Grand Coalition throughout the overall project period, managing and coordinating the update process of the Pledge Tracker (http://www.linkedpolicies.eu/pledge/), an online tool developed for the European Commission with the scope of allowing pledgers to display the status and progress of their commitments. Since June 2014 EUN has reached out periodically to pledgers in order to motivate them to keep their pledges achievements updated. As in some cases, the pledge tracker was insufficiently updated by pledgers, EUN reached out to pledgers individually on numerous occasions encouraging them to provide an update, and trying to support them in their efforts to produce an adequate assessment of the impact of their efforts. Furthermore, EUN integrated in the pledge tracker all the newly established or renewed pledges and helped the pledgers define metrics to assess the impact of their actions.

The achievements of the pledgers were summarised in Deliverable 5.3 - Report on the progress of the pledges - Year 1 submitted in M14 (March 2015). The outputs described in the report focus on the status of the pledges made by companies, public authorities and not for profit organisations, within the framework of the Grand Coalition for Digital Jobs, until the 28 February 2015.

Here below an overall overview of the status of the pledges accomplishments against the targets.

<table>
<thead>
<tr>
<th>Target types</th>
<th>Target set</th>
<th>Target status</th>
<th>Completion</th>
</tr>
</thead>
<tbody>
<tr>
<td>People trained</td>
<td>3.022.008</td>
<td>2.306.967</td>
<td>78%</td>
</tr>
<tr>
<td>People reached through MOOCs</td>
<td>881.100</td>
<td>197.530</td>
<td>22%</td>
</tr>
<tr>
<td>Interns</td>
<td>57.413</td>
<td>10.353</td>
<td>18%</td>
</tr>
<tr>
<td>Teachers (trained to use innovative technologies)</td>
<td>59.936</td>
<td>27.658</td>
<td>46%</td>
</tr>
<tr>
<td>Students reached (e.g. from awareness school visits)</td>
<td>1.906.490</td>
<td>1.899.040</td>
<td>100%</td>
</tr>
<tr>
<td>Job placements</td>
<td>59.206</td>
<td>6.301</td>
<td>11%</td>
</tr>
<tr>
<td>Other</td>
<td>6.496.680</td>
<td>5.429.748</td>
<td>84%</td>
</tr>
<tr>
<td><strong>Overall total</strong></td>
<td><strong>12.481.893</strong></td>
<td><strong>9937317</strong></td>
<td><strong>80%</strong></td>
</tr>
</tbody>
</table>

**Figure 33: Overview of the status of the pledges accomplishments against the targets**

In Year 2, EUN produced the second and final assessment report, Deliverable 5.3 - Report on the progress of the pledges - Year 2, in order to take stock of the situation and provide updated figures on targets and achievements declared by the Coalition stakeholders.

An overview of the status of the pledges accomplishments against the targets can be found below. The report builds on the declared impact achieved by pledgers until the 31 January 2016.
Partners’ individual contributions:

DIGITALEUROPE

DIGITALEUROPE spent considerable time reviewing, commenting, updating and adding to the drafts of the deliverable to make sure that both qualitative and quantitative results of the pledges were clearly defined in the report.

DIGITALEUROPE also helped the European Commission to prepare the survey they sent to the pledgers of the Grand Coalition at the end of 2015 to collect their feedback on the past and future activities of the Grand Coalition.

ECWT

ECWT was involved in two Grand Coalition for Jobs pledges from the start:

- A Pan-European Digital Girl, Digital Woman and Digital Impact of the Year Award together with DLI, CEPIS, DIGITALEUROPE, EUN.

The Pan-European Award for women and girls has been handed out in 2013-2014-2105 to people who distinguish themselves and their organisations in digitally driven and digitally-enabled areas of study and work, in order to achieve the following:

- Reward and bring recognition to women and girls in different domains and age groups who show leadership in digitally-driven and digitally-enabled areas of study and work;
- Advance the uptake of digital technology and digital skills among women and girls, and society as a whole;
- Demonstrate commitment to development and use of technology for social benefit.

ECWT has promoted the award and mobilized among its members to provide nominations for the award. ECWT participated also in the jury for selecting award winners. ECWT was also involved in 2015 in the pledge as one of the sponsors. Last but not least ECWT’s Director participated in the e-skills for Jobs final conference on 14 December 2015, in Luxembourg and presented the winner of the Digital Impact of the Year Award.
Women and Girls Go Digital an initiative of the Greek General Equality Secretariat - presented in connection with the Greek EU Presidency on 4 April 2014. ECWT is involved in/ provides support to the work of the Greek national coalition in implementing the action plan. In 2015 the number of stakeholders in the implementation increased with 4 new partners. ECWT provided good examples that were included in the revised and finalized action plan. A major step forward in the work of the national coalition is provided through the fact that through ECWT’s substantial contribution the “eWoman” project has been prepared and approved and will be financed from 2016 with the support of the EEA Grants.
2.5. WP6 Attracting people to ICT: innovative learning and teaching

WP6 focused on promoting computer science education in primary and secondary schools, via innovative teaching and learning practices, to ultimately engage more students to study ICT subjects and to undertake ICT related career paths. The work package’s activities were aimed at promoting and supporting reforms in primary and secondary education curricula with the aim to respond to the high demand of digital skills in today’s society and economy.

To achieve this mid/long term objective, EUN performed research on innovative practices in teaching digital skills as well as on trends in education related to the integration and strengthening of computer science teaching and learning in the formal education curriculum.

EUN delivered teacher training courses to educators - to better equip them with the skills needed to teach computer science in an engaging and inspiring way. One course was originally planned for the second reporting period but due to the interest shown by the participants and the commitment of EUN a third course was also organised in the last months of 2015.

EUN and the consortium collected and promoted best practices in the field of coding and programming education to encourage policy makers and stakeholders to join forces on the promotion of this subject.

Use of human resources per partner in WP6

<table>
<thead>
<tr>
<th>Workpackage</th>
<th>Partner</th>
<th>DE</th>
<th>BRAIN</th>
<th>CIONET</th>
<th>DI ITek</th>
<th>ECDL</th>
<th>ECWT</th>
<th>EUROCIO</th>
<th>EMPIRICA</th>
<th>ESKILLS</th>
<th>EUN</th>
<th>MITA</th>
<th>NUJIM</th>
<th>PIN-SME</th>
<th>TELECENTRE</th>
<th>TOTAL</th>
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<tbody>
<tr>
<td>WP6</td>
<td>ActualP2</td>
<td>0.10</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>1.50</td>
<td>0.37</td>
<td>0.54</td>
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<td>0.00</td>
<td>0.00</td>
<td>8.48</td>
</tr>
<tr>
<td></td>
<td>Planned</td>
<td>0.50</td>
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<td>0.00</td>
<td>1.50</td>
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<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>8.60</td>
</tr>
</tbody>
</table>

2.5.1. Task 6.1 Organise four regional workshops and a European summary workshop on innovative approaches to computer science education

Task 6.1 was devoted to efforts toward stimulating a dialogue and an exchange of best practices at national, regional and European level. For this purpose, WP6 envisaged the organisation of four regional workshops, planned and delivered by EUN in collaboration with DIGITALEUROPE and ECWT. The regional workshops have been followed by a European workshop summarising the results from the discussions on a regional level, which took place in Brussels on the 27 January 2016.

Figure 35: 3rd regional workshop in Hungary, Kecskemét
The first workshop was organised in Greece in 2014 during the first reporting period and covered the Mediterranean region. The second regional workshop on innovative approaches to computer science education took place in Riga, Latvia, and covered the Nordic-Baltic region (Denmark, Estonia, Finland, Latvia, Lithuania, Norway, Sweden). The workshop was organised as a collateral event to the eSkills for Jobs 2015 high-level conference on 12 March 2015. The third regional workshop has been co-organised with DIGITALEUROPE and ECWT with the support of IVSZ, the ITC Association of Hungary, in Kecskemét, Hungary. The event took place on 17 September 2015 as a collateral to the MENTA conference, organised by the IVSZ that has kindly supported the workshop by providing content contributions and logistical support.

Representatives from industry, Ministries of Education and teachers used the workshops as a platform for an exchange of best practices and a productive discussion on ways for upscaling initiatives on a regional level. At least one presentation was given per each of the three categories of stakeholders involved and an open discussion followed.

The fourth and last regional workshop was supposed to be organised within the Women in Computing conference in Brussels. However, since the event was rescheduled for 2016, it has not been possible to do so and various attempts to find additional suitable occasions proved unsuccessful. Since the last regional workshop was supposed to cover the western European countries, of which policies and initiatives have been largely investigated as well as actively involved in several project activities, EUN decided to organise additional bilateral consultations with some key representatives and build on the knowledge already collected so far.

In order to present the main findings and outputs of these consultations and research works, a final European workshop has been organised on 27 January 2016 in Brussels. The event brought together representatives of key think tanks in the digital competences domain, as well as national and European policy makers. During the workshop the main findings of the studies on the integration of computing and coding in the curriculum were also shared and discussed. Through a serious building group exercise, high level considerations and suggestions have been formulated. These, together with the findings of the work done so far within the WP will be promoted and shared with policy makers, especially in the field of education.

Main results of these activities as well as conclusions and final recommendations are presented in the Deliverable 6.1 Regional and European workshops report.

![European workshop on computer science education](image)
Partners’ individual contributions:

DIGITALEUROPE

In preparation of the second workshop held in Riga on 12 March 2015, DIGITALEUROPE liaised with LIKTA - the organiser of the eSkills for Jobs High Conference Riga – to secure a venue for the workshop (the National Library of Latvia). Indeed, as the eSkills conference took place the day after in the same venue, DIGITALEUROPE considered that this was a great opportunity to connect two relevant initiatives aimed to address the e-skills gap, the Grand Coalition for Digital Jobs and eSkills for Jobs Campaign 2015.

DIGITALEUROPE also validated the draft agenda for the workshop and helped EUN to prepare the invitation letter for the participant in the workshop.

DIGITALEUROPE supported the organisation of the third regional workshop by helping EUN identify together with its Hungarian National Trade Association IVSZ a suitable event in Hungary to host the workshop. DIGITALEUROPE and IVSZ took part in several discussions in connection with the event and offered its help in case it would be necessary during the event.

Finally, DIGITALEUROPE took part in the final European workshop organised by EUN on 27 January 2016 in Brussels.

DIGITALEUROPE also helped EUN in the preparation of Deliverable 6.1 by spending considerable time reviewing, commenting, updating and adding to the drafts of the deliverable to ensure that the project standards and requirements were met.

ECWT

ECWT collaborated with EUN and IVSZ in preparing the 3rd regional workshop on computer science education in Central and Eastern Europe in connection with the national conference of IVSZ, which took place on 16-17 September in Kecskemet, Hungary.

Apart from Hungary, hosting the event (and participating with several organizations) the Bulgarian (BCWT), the Czech (Gender Studies) and the Slovak (Ay Ty v IT) N-PoC of ECWT have been invited by ECWT.

2.5.2. Task 6.2 Training for educators

EUN developed two MOOCs for teachers, focusing on tools, content and approaches for teaching and learning computer science. In the period of February – July 2015 EUN has delivered the second MOOC targeting primary teachers - How to Teach Computing: An Introduction to Concepts, Tools and Resources for Primary Teachers.
The course was delivered within the European Schoolnet Academy, an online training platform targeting exclusively primary and secondary school teachers.

The course explored the ideas, concepts, processes and skills that are important in computing and then introduced teachers to the tools and resources that can help them teach these concepts and processes in the classroom. The course was designed as an introductory course relevant to primary school teachers of all levels of experience. It lasted for 5 weeks (20 April – 22 May 2015).

Furthermore, the evaluation conducted at the end of the training gave a very positive feedback with 73% of the participating teachers rating the overall value of the course as very good.

The course was successful in attracting a high number of interested teachers, which is highlighted by the fact that the final number of teachers that registered to the course was 1,454. A total of 911 teachers from around Europe (Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Italy, Latvia, Lithuania, Malta, Norway, Poland, Portugal, Romania, Spain and Sweden) and beyond (Serbia and Turkey) actively participated on the course while a total of 1,454 registered to take part. A total of 247 participants completed all the tasks of the course and received the course certificate.

Given the success of the first two online training programmes and the high demand for further training opportunities expressed by many teachers, EUN proposed to re-use and adapt the material developed to run a third MOOC on the topic.
In November 2015, EUN launched the course **Introducing Computing to your Classroom**, designed as an introductory course for teachers to use as a starting point to explore some of the ideas and tools to teach and learn computing.

The course explored the ideas, concepts, processes and skills that are important in computing, and showed different tools and resources which allow teachers to integrate computing into their teaching practice across different subjects and age ranges. The course, designed as an introductory course relevant to primary and secondary school teachers of all levels of experience, lasted 5 weeks from 16 November 2015 to 20 December 2015. The course was also delivered within the [European Schoolnet Academy](https://www.eun.org/). The course had a positive impact on teachers, as it is stated in the survey the participants completed at the end of the course, where 61% of the participants interviewed reported to have gained practical ideas of how they can improve their professional practice; 53% indicated they would use ideas and examples presented in the course in their everyday teaching practice and 37% of them stated that the course made them feel more confident and able to use effective teaching methods in the areas addressed by the course.

Furthermore, the evaluation conducted at the end of the training gave a very positive feedback with 73% of the participants interviewees (141 out of 193) rating the course to be very good, 26% of them (51 out of 193) stating the course was good, and only 0.5% of the participants (1 out of 193) rating it to be poor.

From a quantitative perspective, the metrics related to this training programme proved that this course was also very successful in attracting a high number of interested teachers, which is highlighted by the following figures: a total of 1,554 teachers from around Europe (Austria, Belgium, Bulgaria, Croatia, Cyprus, Czech Republic, Estonia, France, Germany, Greece, Hungary, Italy, Latvia, Lithuania, Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden, Turkey and United Kingdom) and outside Europe (Albania, Peru, Australia, Macedonia, Serbia, Azerbaijan, Argentina, Saudi Arabia, Costa Rica, Montenegro and Georgia) registered to the course, gaining full access to all the educational activities and materials made available. 1234 of these teachers took actively part to the live roll out of the course, and a total of 513 teachers completed all the modules and tasks of the course attended and received the course certificate.

The detailed results from the three MOOCs, including feedback and comments from participants have been compiled in Deliverable 6.2 – Report on training outcomes, which has been submitted in M24.

All the contents, videos, quizzes and material of the course are also openly available on the European Schoolnet Academy.
Partners’ contributions

DIGITALEUROPE

DIGITALEUROPE performed quality assurance on Deliverable 6.2, by reviewing and editing it to ensure that the project standards and requirements were met.

2.5.3. Task 6.3 Dissemination of relevant training and teaching and learning resources

Throughout the whole duration of the project EUN, together with the other consortium partners, identified, collected and promoted training courses and teaching and learning resources for the development of digital skills in general, and computing skills in particular.

The resources identified were selected through bi-annual checks and occasional consultations with relevant pledgers and stakeholders of the Grand Coalition for Digital Jobs.

More specifically, the regional workshops on computer science education, the European workshops and seminars organised yearly on digital skills teaching and learning (Task 6.3) and the awareness raising workshops organised for educators and students (task 5.1.2), represented fruitful opportunities for the identification of best practice teaching and learning methods.

Resources and materials have also been identified through the activities of a number of EUN’s other projects and the organisation’s interactions with entities active in the education domain and particularly providers of innovative teaching and learning. In addition, comprehensive desk research has been conducted as a complementary activity, utilising EUN’s expertise in the area.

For the purpose of achieving greater effectiveness in promoting the selected materials and reaching out to a wide audience, EUN identified repositories tailored to final users (students, teachers, adults) which have been used as hosts of the collection resulting from task 6.3.

The eSkills for Jobs Campaign repository was chosen to promote the educational resources and courses aimed at equipping young people and adults with a broad set of digital skills, and represented one of the main and more effective channels of dissemination, considering the interdependence of the initiative to the work and scope of the Grand Coalition for Digital Jobs.

Once the website of the European Coding Initiative has been developed and officially launched in October 2015, a specific section was designed to host and promote educational resources specifically relevant for teaching and learning computer programming and computing.
As EUN acknowledges the importance of providing the interested stakeholders with up-to-date information on the teaching and learning resources and opportunities available in Europe, dissemination of relevant content has been delivered parallel to the activities of collecting materials.

All the resources collected have been presented in the form of a publicly available catalogue, Deliverable 6.3 - Catalogue of training courses and teaching and learning resources, which was submitted to the Commission in January 2016.

**Partners’ individual contributions:**

**DIGITALEUROPE**

DIGITALEUROPE performed quality assurance on Deliverable 6.3, by reviewing and editing it to ensure that the project standards and requirements were met.

**ECWT**

Dissemination of the DIGITALJOBS project progress and available training and teaching learning resources was continuously carried out by ECWT and its National Point of contacts through ECWT’s ongoing DIGITALJOBS related projects CaMEO, diga, igma2 and VINTAGE.
2.6. **WP7 Scalability and sustainability**

Under WP7, the Secretariat partners performed a series of impactful actions in the second project year as highlighted below.

**Supporting the operation of the existing Local and National Coalitions and supporting stakeholders to form new ones.** This support provided mainly by TELECENTRE and DIGITALEUROPE included the following actions:

- Advise on the formation process;
- Support in identifying interested partners at national or local level;
- Endorsement of the initiative by the European Commission;
- Support to the development of action plans;
- Provision of templates to facilitate the preparation of the Coalitions’ action plans;
- Sharing of best practice examples to inspire Coalitions in the preparation of their action plans;
- Support with the launch events and promotion.

Seven new Coalitions were launched in 2015 with support from the Grand Coalition Secretariat:

- Dutch National Coalition of Digital Jobs, Netherlands;
- DigitalChampions Be, Belgium;
- The Tech Partnership, UK;
- Grow Digital, Cyprus;
- Skills 4 IT Romania;
- Coligação Portuguesa para a Empregabilidade Digital, Portugal;
- Coalizione per le Competenze Digitali, Italy.

**Evaluate the impact of Coalitions for 2015**

TELECENTRE ran a new impact assessment survey completed by over 70% of the existing Coalitions. The 2015 survey’s results have been analysed and presented in D7.3 Impact assessment Local Coalitions and Regional Clusters, a report providing detailed insights in the activities implemented in 2015 by the Local and National Coalitions (Coalitions) for Digital Jobs.

**Digital Jobs Fair in Madrid**

The European Digital Jobs Fair was organised by DIGITALEUROPE to achieve two main objectives: first, to match digital job vacancies with skilled jobseekers (WP3 objective), and second, to draw attention to an important obstacle to Europe’s efforts to tackle high unemployment and weak economic growth – the lack of digital skills in Europe (WP7 objective). The match of the two WP objectives resulted a successful and impressive event on 20 November 2015 in Madrid.
Improve and update the Grand Coalition website and the pledge tracker

EUN continued to update the Grand Coalition website along with the pledge tracker. Particular attention was given to the development of the sections on NCs/LCs and pledgers.

Dissemination activities linked to the Grand Coalition

Dissemination continued during this phase of the project. The dissemination efforts of each project partner were constantly recorded. In relationship to the LCs and NCs, the campaigns eSkills for Jobs and Get Online Week represented good opportunities to get visibility at local and national level. In addition to the value proposition brochure that was developed in the first months of the project a promotional animated video on the Grand Coalition and the Local and National Coalitions has been also produced by TELECENTRE as a tool that can be exploited after the end of the project.

Development of the sustainability plan

TELECENTRE consulted with the Secretariat partners and collected data from external sources to produce D7.5 Sustainability plan. This plan outlines the main perspectives and plans for the sustainability of the DIGITALJOBS project and the Secretariat beyond the lifetime of the project. It also presents some of the main results of the project and the list of activities that can be further exploited after the end of the project.

Use of human resources per partner in WP7

<table>
<thead>
<tr>
<th>Workpackage</th>
<th>Partners</th>
<th>DE</th>
<th>BRAIN</th>
<th>CIONE</th>
<th>DIVTEK</th>
<th>ECOL</th>
<th>ECWT</th>
<th>EUROCIO</th>
<th>EMPIRICA</th>
<th>ESKILLS</th>
<th>EUN</th>
<th>MITA</th>
<th>NUIM</th>
<th>PIN-SME</th>
<th>TELECENTRE</th>
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</table>

2.6.1. Task 7.1 Create a dissemination plan and value proposition

Both the dissemination plan and the value propositions brochure were developed during the first year of the project. During the second year each partner revised its first year communication plan and activities and was requested to provide a dissemination plan covering the second year. After the first six months’ implementation period, consortium partners were requested to report their implemented dissemination activities, to review them and to provide their final plan for the previous six months. The final dissemination reports were collected together with the final reporting files. In addition to the Grand Coalition brochure which was developed in the first months of the project TELECENTRE produced a PR video on the coalition and the LCs and NCs.

Partners’ individual contributions:

DIGITALEUROPE
As DIGITALEUROPE was one of the partners coordinating the mini-awareness raising campaigns part of WP5, a detailed description of the dissemination activities implemented throughout 2015 is provided in chapter 5.1.1. More details are also provided in the Deliverables 5.1 - Results of awareness raising activities, which also included a detailed report of all dissemination activities implemented by DIGITALEUROPE throughout the entire lifespan of the project.

These activities included a wide dissemination of the Grand Coalition booklet (statistics included in section 5.1.1), presentations of the Grand Coalition during bilateral meetings with key stakeholders, but also during workshops and international events dedicated to digital skills and jobs. DIGITALEUROPE also widely disseminated the key messages and the news related to the Grand Coalition through monthly newsletters, and its social media channels (e.g. twitter, Facebook, LinkedIn) and the channels of the eSkills for Jobs Campaign.

**BRAIN**

From the beginning of the project BRAIN disseminated of the project and its results (a.o. the reports deliverables) through social media and newsletters.

The dissemination actions BRAIN conducted during the project can be found in the dissemination report.

**CIONET**

CIONET implemented the following awareness activities:

- (January) Presentation/panel discussion eSkills workshop in Brussels; Number of attendees: 30 from the European Commission;
- (March) presentation CIONET Luxembourg community on the status of Digital Skills / Leadership in Europe effort, in presence of prime minister of Luxemburg Mr. Bettel Number of attendees: 70;
- (March) Article on the Digital Skills conference in Luxemburg on CIONET blog (http://blog.cionet.com/2015/04/03/le-premier-ministre-xavier-bettel-supporte-cionet-luxembourg/) Approximatively reach 5,000 people;
- (March) e-CF mapping at Hogeschool Utrecht, Attendees: 30 eSkills training vendors
- (June) Presentation and panel contribution to e-leadership conference in Brussels, Attendees: 100
- e-CF workshop and presentation at National Management & IT symposium, Amsterdam 10 December, reach +/- 1000 (http://www.nationaal-management-en-it-symposium.nl/);
- Organisation of Dutch Digital Leadership Award to promote eLeadership, Amsterdam 10 December, reach +/- 500 (http://www.nationaal-management-en-it-symposium.nl/);
- Keynote speech at the eSkills for Jobs event in Luxemburg, 15 December, reach +/- 200;
European Commission Grand Coalition session for national coalitions in Luxemburg, 14 December, reach +/- 50;
Radio interview on Dutch radio including promotion of and need for Digital Skills, 15 November, reach +/-1,000 (http://blog.cionet.com/2015/11/26/cionet-lets-talk-it-business/);
Co-production and support IFIP Digital Skills assessment report, 15 November, reach +/-10,000 (http://blog.cionet.com/2015/11/04/which-skills-and-competences-for-it-by-2020/);
Article about Digital Leadership in CIONET Magazine, 15 October, reach 7,500 (http://blog.cionet.com/2015/10/08/cionet-magazine-october-from-cio-to-cio/);

ECWT

Funded by ERASMUS+ ECWT participates in the Digital Innovation for Growth Academy project – ‘diga’ led by the UK Partner, the Women’s Organization with the goal to develop a new innovative training material for Entrepreneurial educators, Entrepreneurs and Entrepreneurial learners for how to effectively run their digital jobs. ECWT is sharing key experiences and lessons learned from the Digital Jobs project.

Dissemination activities in 2015 were also linked to the Annual Girls’ Days activities (organised in 18 countries with the participation of around 250,000 girls of which 103,000 in Germany and the rest from all around Europe) which in several countries were focused specifically on digital jobs (Bulgaria, Hungary, Italy, Germany, Lithuania, Poland, Portugal, Spain).

ECWT was linking the priorities of the Grand Coalition for Digital Jobs and the value proposition developed by DIGITALEUROPE with ECWT’s digital jobs related projects.

In 2015 ECWT organised 16 project meetings where ECWT updates were presented.

ECWT has distributed the value booklet through ECWT N-PoCs and through its communication and social media channels as well as to national stakeholders in Norway.

ECWT’s website provides continuous information about the activities and outcomes of the work of the Secretariat of the Grand Coalition for Digital Jobs under: digitaljobs.ecwt.eu

ECWT has disseminated the Digital Jobs project to a list of organizations / stakeholders listed below. All of the organisations had a direct benefit from the use of the project results, and have both the capacity and the will to get involved / or to intensify their engagement on a national level in their work for creating more digital jobs. This may include their engagement in training, in enhancing mobility, in implementing certification training, in training for educators and developing new innovative training as well as contributing to awareness raising.

- Aalto University - http://www.aalto.fi/
The Tech Partnership

The Tech Partnership used, and continues to use, the value proposition developed by DIGITALEUROPE in developing its project materials. The Tech Partnership will be building on and further developing the two campaign themes, to continue to spread the message and to engage with an ever-widening audience.

NUIM

- Coordinated distribution of value booklet at NUIM annual summits (one in March and one in September);
- Presenting workshops on e-skills, digital jobs campaign at NUIM annual summits (one in March and one in September);
- Disseminate information on value booklet and digital jobs campaign through NUIM communication channels incl. members’ newsletter, Twitter and LinkedIn;
- Value booklet placed in NUIM library and repository to facilitate findability and access.
NUIM interviewed four SMEs on their experience of supports/training/interventions to develop digital skills. The conclusions have been summarised and formed as NUIM’s contribution to SME booklet ‘Digital Skills for SMEs: get inspired now’ (WP2). In addition, NUIM has reviewed the complete literature of recent digital skill policy initiatives at European and global level, which forms a separate section in SME booklet. (Note work below was done as part of WP2 but is reported under WP7 as the reporting system does not allow NUIM to report activities under WP2).

**TELECENTRE**

- Publication of articles/press releases (launch of new coalitions) in newsletter, social media and Telecentre Europe websites;
- Organised and supported Get Online Week events series with National and Local Coalitions branded under the Grand Coalitions for Digital Jobs (trainings, workshops, seminars);
- Attended Digital Agenda Assembly and the Digital Skills workshop;
- Attended the eSkills for Jobs opening event in Riga promoting the formation of new Local and National Coalitions.

### 2.6.2. Task 7.2 Set up Local Coalitions through Regional Clusters

Under this task, TELECENTRE with the support of DIGITALEUROPE coordinated the Secretariat’s work on supporting the formation of new Local and National Coalitions. The involvement of the other Secretariat partners was foreseen through the Regional Clusters (each partner was linked to a larger geographical region). Secretariat partners could often reach out to stakeholders outside their geographically dedicated areas, therefore the Secretariat deemed it was more productive to reduce the focus on the clustering strategy, and to work rather with partners on a one by one basis, and to discuss potential Coalitions formation in order to ensure an EU wide outreach.

Particular attention was paid to countries where no Coalitions existed or remained inactive, and efforts have been made to disseminate the Grand Coalition and enable stakeholders to form new Coalitions. This included peer support to stakeholders with an interest to build new Coalitions, but also the facilitation of contacts with existing coalitions, especially with those that were active in the same geographical region or which were aiming for the same objectives.

The support provided by the Secretariat concerned the following areas:

- Advise on the formation process;
- Support to identify interested partners at national or local level;
- Endorsement of the initiative by the European Commission;
- Support to the development of action plans;
- Provision of templates to facilitate the preparation of the Coalitions' action plans;
- Sharing of best practice examples to inspire Coalitions in the preparation of their action plans;
- Support with the launch events and promotion.
TELECENTRE liaised with DIGITALEUROPE and European Commission on the launch and promotion of seven new coalitions:

- Dutch National Coalition of Digital Jobs, Netherlands;
- DigitalChampions Be, Belgium;
- The Tech Partnership, UK;
- Grow Digital, Cyprus;
- Skills 4 IT Romania;
- Coligação Portuguesa para a Empregabilidade Digital, Portugal;
- Coalizione per le Competenze Digitali, Italy.

**Partners’ individual contributions:**

**DIGITALEUROPE**

During 2015, DIGITALEUROPE supported in various shapes and forms the setting up and the roll-out of National Coalitions (NCs). In particular, in the second year of the DIGITALJOBS project, DIGITALEUROPE implemented four types of activities to support the roll-out of the Grand Coalition at a national level:

1. **DIGITALEUROPE continued to keep its 36 National Trade Associations (NTAs) in 27 countries informed** about the possibility of joining or setting up a National or Local Coalition in their country throughout direct emails and newsletters providing updates on the status of NCs.

2. **DIGITALEUROPE put considerable efforts in approaching new stakeholders in those European counties where National Coalitions did not exist in order to support the establishment of new ones.** Not only did DIGITALEUROPE approach national stakeholders to inform them about the possibility of setting up a National Coalitions, but DIGITALEUROPE also established important links between stakeholders in the same countries in order to support this process. Examples of national stakeholders approached and connected by DIGITALEUROPE are listed here below by country. These stakeholders were approached either via email or invited to take part in face-to-face meetings where DIGITALEUROPE provided them with detailed information about the Grand Coalition and on how to set up a National. DIGITALEUROPE provided all these stakeholders with the Toolkit for National and Local Coalitions. Details on how DIGITALEUROPE contributed to the formation process are also provided below, while details on how it helped these stakeholders to implement their dissemination plans are provided in the next dedicated section.

- **Belgium** (established)
  - Cabinet of Ministry for Digital Agenda;
Digital Champion Saskia van Uffelen;
Belgian ICT association Agoria (member of DIGITALEUROPE);
Microsoft Belgium.

After establishing the link among these partners and advised them on the formation process, DIGITALEUROPE revised and provided inputs to the action plan of the emerging Coalition, participated to the launch event and liaised with the European Commission to formalise its establishment.

- **Czech Republic** (under formation)
  - Czech ICT Alliance.
  - Digital Champion Ondrej Felix.
  - Centrumis (Center of Information Society), an educational agency focused on innovative forms of education.

As a result of the support and advice provided by DIGITALEUROPE, Centrumis was able to establish a small Local Coalitions and develop a concept note for this.

DIGITALEUROPE is continuing to follow closely the activities of this Coalition.

- **France** (under formation)
  - French Minister for ICT;
  - Digital Champion Gilles Babinet;
  - Cisco;
  - CIONET France;
  - French ICT Associations Syntec Numerique and AFDEL (members of DIGITALEUROPE);
  - Microsoft France.

After establishing the connection among these key stakeholders, DIGITALEUROPE advised on the requirements and the steps to set up a Coalition, and supported the organisation of coordination calls among these partners. The Coalition is currently under formation, and DIGITALEUROPE is following closely these activities.

- **Germany**: (under formation)
  - German CIOs’ network VOICE;
  - Linux Professional Institute;
  - Academy Cube;
  - Cisco;
  - German ICT association BITKOM.

After establishing the connection among these key stakeholders, DIGITALEUROPE advised these stakeholders on the requirements and the steps to set up a Coalition, participated to their
first coordination meeting in Berlin, and revised the concept note and the action plans developed as a result of the meeting.

- **Hungary:** DIGITALEUROPE approached the national ICT association (IVSZ) to support it in the establishment of a formal coalition; this has not yet occurred however. IVSZ has undertaken research on the current situation in terms of the unfilled digital jobs (type, number etc.). This research together with the education focused activities of IVSZ have formed the basis for the discussion with national ministries, which has been very intensive in the last 2 years (including Ministry for National Development and Ministry for Human Resources). ICT companies have also been involved in the activities higher and secondary educational organisations. In summary no formal coalition has been formed, but activities are continuing.

- **Italy:** (established)
  - Agenzia per l’Italia Digitale (AGID);
  - ANITEC (member of DIGITALEUROPE);
  - Microsoft Italy.

DIGITALEUROPE liaised with the European Commission to ensure the acknowledgment of AGID as the Italian National Coalition.

- **Ireland:** (under formation)
  - FIT;
  - Friarsquarted technology Holdings.

DIGITALEUROPE established a link among these key stakeholders and it is currently supporting the formation of a National Coalition.

- **Luxemburg:**
  - WePromise;
  - CIONET Luxemburg;
  - Amazon Web Services;
  - Minister of Employment (via SAP).

DIGITALEUROPE established a link among these key stakeholders and it is currently supporting the formation of a National Coalition.

- **The Netherlands:**
  - Netherland ICT;
  - ECP;
  - Digivaardig & Digiveilig;
  - Microsoft Netherlands.
After establishing the link among these partners and advised them on the formation process, DIGITALEUROPE revised the action plan of the emerging Coalition and liaised with the European Commission to formalise its establishment.

- **Romania**: (established)
  - Romanian ICT association APDETIC
  DIGITALEUROPE helped APDETIC to develop a concept note and the action plan for the Romanian Local Coalition and liaised with the European Commission to formalise its establishment.

- **Slovakia**: (under formation)
  - Slovakian ICT association ITAS
  DIGITALEUROPE has followed closely the activities of ITAS towards the establishment of the Slovakian National Coalition.

- **Spain**:
  - Spanish ICT association AMETIC;
  - Telefonica;
  - U-tad University dedicated to (ICT curricula);
  - Microsoft Spain.

DIGITALEUROPE established a link among these stakeholders and advised them on the formation process. However, because of the recent political elections, it was not possible to start the formation process.

3. DIGITALEUROPE also supported the strengthening of the existing National Coalitions by encouraging more stakeholders to join them. In particular, DIGITALEUROPE contacted the following organisations and encourage them to put their members in touch with the existing Coalitions: BUSINESSEUROPE, CEEMET, ECOMMERCE EUROPE, EUROCOMMERCE, ORGALIME and Microsoft, SAP. DIGITALEUROPE also established connections between the NTAs coordinating the eSkills for Jobs campaign (i.e. NCPs) and the NCs in order to promote synergies in their activities and facilitate the establishment of national partnerships aimed at addressing the e-skills gap.

DIGITALEUROPE also acted as main rapporteur of the workshop on “Digital skills for the Digital Single Market” organised by the European Commission in the context of the Digital Assembly 2015, where the establishment of the following National Coalitions was announced: Belgium, Cyprus, The Netherlands and UK. DIGITALEUROPE prepared the report of workshop for the European Commission.

In the next section, more details are provided on how DIGITALEUROPE supported the dissemination activities of the National Coalitions.
CIONET

Support for the local coalitions of Luxemburg, France and Germany.

DI ITEK

DIITEK took an active role in the formation of the Danish LC. The forming of the local coalition was discussed on 18 February with Danish professionals’ associations and company representatives and on 3 March with the DI ITEK's committee for research and training policy. On 27 May a Meeting was held with a broad collection of IT labor market players, which are followers to the local coalition – presentation and discussion about Grand Coalition, training and job match activities and e-CF.

The local coalition has been agreed to and announced. Information about the local coalition are found on www.digitaljobs.dk.”

ECDL Foundation

Working with its network in Ireland, ECDL has established that the Irish Computer Society (ICS) has a strong interest in re-starting a national coalition in Ireland. Using the value proposition and the national toolkit, ECDL is supporting the ICS to create an active coalition.

ECWT

ECWT is involved in/provides support to the work of the Greek national coalition and its special Women and Girls Go Digital Action-plan which is progressing but at a slower speed, due to the Greek internal political situation. Despite the difficulties ECWT continued its activities in Greece and also in Portugal to safeguard the gender dimension of the national coalition for digital jobs activities.

ECWT was actively involved in the work of launching a national coalition/platform in Poland and Sweden.

In Poland Perspektywy Education Foundation that from 2016 will function as ECWT’s Polish N-PoC released in 2015 its Women’s potential in technology industry report, published a set of recommendations and set up its national platform – based on the same multi-stakeholder platform principle as ECWT operates on -and will organize its Lean in STEM Conference with a focus on getting more women into digital jobs the 31 May and the 1st of June 2016.

In Sweden ECWT has in 2015 continuously provided input to the work of the Swedish Digitalisation Commission with the goal to integrate the gender dimension of the digital jobs agenda.

In December Sweden’s Digitalisation Commission has – among others - proposed writing off student loans for female IT students to encourage more women to study technology subjects.

Proposals of the Digitalisation Commission will be incorporated into the future work of a National Coalition for Digital Jobs in Sweden.
EMPIRICA

empirica supported the establishment of the National Coalition for Digital Jobs in Germany. Initiatives have been started in early 2015 to set up a national Coalition for Digital Jobs in Germany. HSCPA, DIN, LPI Linux Professional Institute and empirica, together with SAP, Cisco, BITMI, VOICE e.V. and the Academy Cube are the initiators of this initiative. In the meantime, several meetings and discussions with different Federal ministry representatives up to the level of Secretary of State and Head of Department took place to discuss the approach and possible activities of such an initiative and the possible involvement and commitment of the German Federal government.

The first workshop of the National Coalition for Digital Jobs Germany initiative took place on 26 June 2015 in Berlin. This revealed an interested to join by further relevant key stakeholders in Germany such as BITKOM. It was stated that the possible national coalition would be likely to operate under the patronage of the Federal German Ministry of Economics.

A whole series of meetings and workshops for the establishment a German national coalition for digital jobs and involving empirica took place over the past months. This also included the direct involvement of the German Digital Champion Gesche Joost and Brigitte Zypries, Parliamentary State Secretary at the Federal Ministry for Economic Affairs and Energy. Positive feedback and willingness to play an active role was obtained from ministries and industry players including IT industry organisations like SAP, Cisco etc., national associations like BITKOM, BITMI etc., other relevant actors like the academy cube, Linux Professional Institute etc.

A first web portal has been established, the activities, roles and responsibilities within such a national coalition as well as the coordination and cooperation with other relevant national networks and actors has been discussed. The process is not finished yet. An official launch date of the national coalition is still open since other political topics (e.g. refugees) have moved the national coalition for digital jobs topic from the list of top policy priorities in Germany.

THE TECH PARTNERSHIP

- Supported the Regional Cluster programme at the event in London on 5 June 2015;
- was endorsed by the European Commission as the National Coalition for the UK on 17 June 2015.

PIN-SME

- PIN-SME stimulated the participation in and creation of Local Coalitions of 12 national SME associations. Grand Coalition brochures were distributed to members.
- Extensive contacts were maintained with national SME associations in order to support their involvement. The results so far are listed below:
  - Germany: BITMI, the national SME association that represents over 1,000 mid-sized IT enterprises in Germany, was one of the founders of the German national coalition;
  - Bulgaria: BASSCOM was among the initiators of the Bulgarian national coalition;
  - Italy: CNA ICT was among the initiators of the Italian national coalition;
  - France: GPNI enquired the government about their position on the Grand Coalition;
Serbia: VOICT was among the founders of the national coalition;

**TELECENTRE**

- Reviewed and provided feedback and support to the following action plans submitted by new Coalitions:
  - Alliance for digital skills and jobs, Belgium;
  - Dutch National Coalition of Digital Jobs, the Netherlands;
  - Skills 4 IT Romania.
- Provided peer support to the following stakeholders:
  - Association IT Romania
  - Digital Champion Belgium
  - ECP-EPN Netherlands
  - DI ITEK Denmark
  - AGID Italy
  - Digital Champion Austria
  - ITAS Slovakia
  - Czech ICT Alliance
  - FCT Portugal
  - CIONET France
  - CIONET Luxembourg

**2.6.3. Task 7.3 – National implementation of dissemination plans by local Coalitions**

TELECENTRE coordinated work under this task by mobilising the Secretariat partners to connect with existing Coalitions in order to channel the services and products realised in other WPs, as well as to engage the Coalitions in any relevant initiative or network.

The Secretariat has been active in engaging existent Coalitions in campaigns such as eSkills for Jobs, Get Online Week, or EU Code Week. Together with the European Commission, the Secretariat organised face to face events to allow a better knowledge sharing and exchange of ideas, as well as facilitating online promotion opportunities for Coalitions on the Grand Coalition website, the pledge tracker and on the social media channels of the Secretariat partners.

Also under this task, an impact assessment survey has been organised twice (one for each year of the project). These surveys were meant to evaluate the performances of the Coalitions and to identify supporting measures that might be needed for better impact. As a result, TELECENTRE delivered two impact assessment reports (D.7.2 and D7.3 both delivered in P2) that aimed at providing the European Commission with a broader view on the evolution of Coalitions in 2014 and 2015 and a description of the support provided to these by the Secretariat to ensure they are well-functioning and achieving the objectives of the Grand Coalition.
Partners’ individual contributions:

DIGITALEUROPE

DIGITALEUROPE followed very closely the activities of the emerging Coalitions in order to advise them during the preparation and implementation of their action and dissemination plans. In particular, DIGITALEUROPE helped many of the existing National Coalitions to establish links between the National Coordinators of the eSkills for Jobs Campaign and the coordinator of the National Coalitions to favour synergies between dissemination activities of the two initiatives.

Examples of synergies between the two initiatives can be seen in the following countries: Bulgaria, Cyprus, Greece, Romania and the Netherlands.

DIGITALEUROPE reviewed the 2015 Impact Assessment of National and Local Coalitions (Deliverable 7.3) produced by TELECENTRE, and performed a quality assurance on the deliverables by editing the document to ensure the project standards and requirements were met.

Finally, DIGITALEUROPE facilitated the organisation of, and took part in, the 3rd workshop dedicated to National and Local Coalitions that took place in Luxemburg on 14 December, in the context of the eSkills High-level Conference, and where the status of the existing Coalitions was assessed.

BRAIN

The relevant local coalitions were involved in the activities in WP3. In collaboration with DE the deliverables of WP3 were disseminated to the local coalitions. Furthermore, the relevant local coalitions were involved during the implementation of the labour mobility pilot at the Digital Jobs Fair in Madrid on 20 November 2015.

TELECENTRE

- Reviewed and shared the SPP programme information to TELECENTRE’s network through the following channels:
  - Newsletter;
  - Facebook posts;
  - Twitter posts;
  - UniteIT community.
- Involved in email exchanges and a call with DIGITALEUROPE and MITA to agree on best approach for promoting SPP to LCs/NCs;
- Involved in the organization and running of the Workshop on digital skills at the Digital Agenda Assembly in Riga (where four new coalitions were launched and others represented);
- Involved in the organisation and running of the Workshop for Coalitions in Luxembourg;
- Organised the Get Online Week campaign with involvement of eight Local and National Coalitions;
• Coordinated with EUN and DIGITALEUROPE the updates on the online presence of LCs/NCs (Grand Coalition website and pledge tracker);
• Updated the toolkit with information about the new coalitions;
• Followed the Grand Coalition Pledgers meeting organized by European Commission online;
• Promoted through own channels the European Commission approved final version of the toolkit;
• Drafted, consulted DIGITALEUROPE and European Commission, and finalised the D7.2 and D7.3 LCs/NCs impact assessment reports for 2014 and 2015. The reports analysed and presented mainly data from online surveys and interviews with LCs/NCs;
• Liaised with DIGITALEUROPE on creating an online collaborative space for LCs and NCs (Basecamp);
• Compiled a list of contacts for stakeholders that are involved in NCs and LCs;
• Created a matrix to explain the support provided to Coalitions by the Secretariat.

2.6.4. Task 7.4 - Create DIGITALJOBS Website

During the project’s inception phase the Secretariat together with the Commission agreed to update and improve the existing Grand Coalition Institutional webpages, instead of creating a new detached website for the project. Under Task 7.4 EUN has been entrusted with the management and updating of the Grand Coalition website with the aim of ensuring that the webpages are appealing and engaging for potential stakeholders and pledgers.

The updated website was supposed to include more detailed sections on how the identified stakeholders - namely businesses, Member States (Ministries & Public Authorities), Education and Training Providers, Employment Services (Public & Private), Civil Society Organisations - could get involved and benefit from being active contributor to the Coalition’s activities. It was also supposed that the website will compile and make available all the publications created within the project.

As a result of this process, the website developed a section describing clearly how stakeholders can get involved the Grand Coalition, either by submitting a pledge to the Commission or by getting in...
touch with the Secretariat in order to understand how their contribution can fit into the Coalition’s activities. The sub-pages of this section point to specific parts of the project’s value proposition designed and drafted to appeal to each target audience.

As one of the main aims of the Coalition website is to inform about the activities and the progress achieved in relation to the stated objectives of the Grand Coalition, EUN focused its efforts into timely adding all relevant up-to-date information, e.g.:

- Pages for newly formed National Coalitions (i.e. Latvia, Poland and Italy) have been created and published, based on the content kindly provided by DIGITALEUROPE and TE. Furthermore, the launches of several new National Coalitions,
- The updated version of the Toolkit on the National and Local Coalitions (June 2015), including the newly formed coalitions has been uploaded,
- All publications prepared by the consortium partners have been uploaded on the Grand Coalition website. However, some of them are not publicly available on the website yet as the Commission has not approved them. The publications are normally made available together with news items giving some basic information on the type and content of the publication. EUN is in the process of adding the publications and news items to the website which also entails a process of validation by DG CNECT.

The website, together with the pledge tracker, also managed by EUN, are currently the main communication channels where the consolidated efforts of pledgers and national and local coalitions are represented.

**Partners’ individual contributions:**

**DIGITALEUROPE**

As during the first year of the DIGITALJOBS project, also during the second year DIGITALEUROPE worked in close collaboration with EUN to provide support in the revision and update of content of the Grand Coalition website. In particular, DIGITALEUROPE liaised closely with the new pledges and National Coalitions to ensure their presence on the Grand Coalition website. In particular, DIGITALEUROPE helped the following pledges to prepare their dedicated section on the website: National College for Digital Skills, Ubiqum Code Academy, DigitalJobs.com, ETUCE.

Once collected these descriptions and reviewed the content, DIGITALEUROPE shared them with EUN who was ultimately responsible to liaise with the Commission to upload this information on the Grand Coalition website.

**TELECENTRE**

- Provided assistance to Coalitions on their presence and profiles on the Grand Coalition website and in the pledge tracker
2.6.5. Task 7.5 – Organise project conference

As part of its work to promote and exploit the actions of the Grand Coalition for Digital Jobs, DIGITALEUROPE was responsible for organising a project conference in M12 with the purpose of presenting the project’ outcomes, to engage new stakeholders, and to explore the future of the network. However, during the first year of the project, it was felt by many stakeholders including DG Connect, the Secretariat and the DIGITALJOBS partners, that rather than organising another Brussels based and policy focused conference, specific national actions and initiatives would better serve the objectives of the Grand Coalition. For this reason, at the end of the first project period DIGITALEUROPE submitted a proposal to the European Commission on organising a European Digital Jobs Fair in Madrid, in lieu of the final conference in Brussels. The European Commission approved the concept on 22 January 2015 during a coordination meeting with the Project Coordinator.

First of its kind, the European Digital jobs Fair took place on 20 November 2015 at Telefonica’s headquarters in Madrid. As a detailed report of the European Digital Jobs Fair (Deliverable 7.4 - Conclusions of the conference) was provided to the European Commission in December 2015, this report summarises only the key elements of the organisation process. The event was structured around three main parts:

1. High level Opening Conference

In order to inaugurate the European Digital Jobs Fair and draw political attention to an important obstacle to Europe’s efforts to tackle high unemployment and weak economic growth – the lack of digital skills in Europe - DIGITALEUROPE organised a high level opening conference.

During the opening conference, policy makers and representatives from the digital technology sector discussed the importance of digital skills to tackle the high level of unemployment in Europe, especially among young people, and the industry’s efforts to close the digital skills gap in the context of the Grand Coalition for Digital Jobs. Panellists also discussed how a digitally skilled workforce could support the digitisation of the European industry at large.

2. Press conference and high level lunch meeting

The panel discussion was followed by a high-level lunch meeting where policy makers from EU and Spain exchanged views with senior leaders from the ICT industry sectors on the current needs of the labour market in Europe, in the context of the digital transformation of the European industry.

3. The Digital Jobs Fair with a speaking corner on the digital jobs opportunity

The European Digital Jobs Fair was opened throughout the entire day to 35 employers and 350 job seekers from Spain with some ICT competences, ICT professionals looking for their next assignments and ICT students searching for their first corporate positions. Job interviews were organised between them and employers from Germany, the Netherlands, Spain and the UK. Participants also received information about the living and working conditions in these countries.
through parallel workshops run by the participating employers. ICT training providers also participated to present the training opportunities available for those who want to find a digital job.

Figure 45: overview of the European Digital Jobs Fair’s impact and communications outreach

DIGITALEUROPE developed in collaboration with BRAIN and AMETIC (the Spanish ICT associations) an event outline that clearly described the concept of the event and a roadmap for its organisation (this is available in the above mentioned deliverable).

As the event mainly focused on the cross-border match between demand and supply of ICT practitioner, DIGITALEUROPE decided to approach European Commission DG EMPL, and in particular its unit C.3 in charge of the EURES to seek their inputs and advice on the event outline.

In order to supervise the activities of all partners involved in the organisation of the event, DIGITALEUROPE maintained a project management structure, which included the establishment of six Working Packages, each assigned to a specific partner.

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<td>Telefonica</td>
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</table>

Figure 46: Division of responsibilities among co-organising partners of the European Digital Jobs Fair

For each of these work packages, DIGITALEUROPE developed a list of tasks to be implemented by each partner. Furthermore, between August 2015 and the November 2015, DIGITALEUROPE organised and chaired bi-weekly coordination calls to check the progress of the different tasks assigned to the partners. This also allowed DIGITALEUROPE to maintain strong communication

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among all partners and to ensure that all activities were implemented within the time and budget constraints.

- Development of an outreach and communications strategy

In order to support the outreach to the main target group of the European Digital Jobs Fair (jobseekers, employers, speakers and invitees), DIGITALEUROPE developed a detailed communications and outreach strategy defining the target groups, the key messages and the communications channels to reach out to this. Once defined these elements, DIGITALEUROPE allocated the different outreach responsibilities to the relevant partners.

As BRAIN was in charge of the employers’ outreach, DIGITALEUROPE helped BRAIN to develop a value proposition for the employers to persuade them to participate, and also invitation letter to be sent to the jobseekers by EURES. DIGITALEUROPE provided much energy and resources in contributing to the outreach to employers, by contacting directly companies from Spain and ensuring their participation to the event, and also by pursuing an aggressive targeted social media campaign to attract job seekers from Spain to register to the event. DIGITALEUROPE also liaised directly with DG EMPL to also exploit their communications channels. DIGITALEUROPE produced also a promotional banner for the event, which was made available to partners for their own dissemination activities.

- Content development for the online platform

As main event organiser, DIGITALEUROPE was also responsible for the development of the content for the event online platform [www.europeanjobdays.eu](http://www.europeanjobdays.eu) and for liaising closely with the platform technical team (WAAT). The personalised page of the Fair is: [https://www.europeanjobdays.eu/en/events/european-digital-jobs-fair-madrid](https://www.europeanjobdays.eu/en/events/european-digital-jobs-fair-madrid)

In order to ensure the best possible match between demand and supply, DIGITALEUROPE together with EURES defined the screening process for companies as well as for candidates.
- **Organisation of the high level conference**

In order to draw political attention to the important messages of/behind the event DIGITALEUROPE organised a high level opening conference complemented by a high-level lunch meeting in parallel with the Fair. DIGITALEUROPE defined the programme of the event, identified the high level speakers, drafted the invitations for both speakers and participants, disseminated the invitation and managed the whole event. High level speakers of the event included European Commissioner Günther Oettinger and further European Commission representatives, high level representatives of several Spanish ministries, representatives of large corporations and last but not least the leaders of DIGITALEUROPE and AMETIC, the Spanish sectorial association.

DIGITALEUROPE also organised high level lunch meeting where policy makers from EU and Spain exchanged views with senior leaders from the ICT industry sectors on the current needs of the labour market in Europe, in the context of the digital transformation of the European industry. Participants in the high-level lunch meeting included Commissioner Oettinger, and senior leaders from DIGITALEUROPE, AMETIC, Telefónica, Samsung Electronics, IBM, Huawei, McKinsey and Google.

DIGITALEUROPE setup an ad-hoc registration page for the participants in the conference and the high-level lunch meeting, and also designed and printed brochure with the programme and details of the Jobs Fair that was distributed during the event to all participants.

DIGITALEUROPE coordinated in collaboration with Telefónica all logistics of the European Digital Jobs Fair, which included among others the preparation of an info-package for the exhibiting employers.

DIGITALEUROPE also took care of the whole registration process, and ensured that the security measures were met.

**Partners’ individual contributions:**

**BRAIN**

BRAIN’s contribution to the final event included:

- BRAIN participated in the panel discussion at the High-level Opening Conference;
• BRAIN implemented the ICT labour mobility pilot during the Digital Jobs Fair, see description of WP 3.3;
• BRAIN collaborated with DIGITALEUROPE and also gave support to the overall organisation of the event conducted by DIGITALEUROPE. BRAIN was involved in the composition of among others the overall event outline, the event task log and the information package for participating companies.

CIONET
Organised local Dutch attendance to the Job Fair in Madrid, reach +/-500

2.6.6. Task 7.6 – Create a sustainability plan

Under this task, TELECENTRE coordinated the development of a sustainability strategy for the project. Within the process, multiple sources and stakeholders have been consulted. Deliverable 7.5 - The Sustainability Plan drawn based on this consultation and submitted in January 2016, is divided into five sections:

1. Background;
2. Sustainability data;
3. Key elements for sustainability;
4. Sustainability planning;
5. A common vision for the future.

The Sustainability plan outlines the main perspectives and plans for the sustainability of the DIGITALJOBS project and the Secretariat beyond the lifetime of the project. It presents some of the main results of the project and the list of activities that can be further exploited after the end of the project. It also identifies the various stakeholders involved, along with their needs and requirements, and it describes the potential scenarios for sustainability. Finally, it provides a common vision of the Secretariat partners towards the continuation of the Grand Coalition initiative, and their recommendations to the European Commission with this regard.

TELECENTRE collected relevant data from multiple sources to build the sustainability plan which includes contributions and feedback from the following groups of actors involved:

- the Secretariat partners;
- the Grand Coalition pledgers;
- Digital Champions;
- Existing Local and National Coalitions;
- Other Grand Coalitions stakeholders.

In order to keep promoting the formation of Local and National Coalitions after the end of the project, TELECENTRE also produced an animated video that can be used in events or social media by any interested stakeholder. The video is available on TELECENTRE’s Youtube channel at https://www.youtube.com/watch?v=MMauy37Z_mk.
Partners’ individual contributions:

DIGITALEUROPE

As main coordinator of the DIGITALJOBS project, DIGITALEUROPE significantly contributed to the preparation of a sustainability plan describing the roadmap to make the network self-sustainable.

In particular, DIGITALEUROPE helped the task lead TELECENTRE to define the structure of the deliverable and identify the key outcomes from each work package to be exploited after the end of the DIGITALJOBS project. Furthermore, DIGITALEUROPE provided an analysis of the impact of the establishment of the Secretariat on the successful roll-out and recognition of the Grand Coalition and contributed to the development of broad recommendations to ensure the sustainability of the network created by the Secretariat.

Finally, DIGITALEUROPE performed a quality assurance on the deliverable by reviewing and editing the document to ensure the European Commission standards and requirements were met.
## 3. Deliverables and milestones tables

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<thead>
<tr>
<th>Del. no.</th>
<th>Deliverable name</th>
<th>WP no.</th>
<th>Lead participant</th>
<th>Natur</th>
<th>Dissemination level</th>
<th>Due delivery date from Annex I</th>
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<td>Conclusions and recommendations from local and regional networking activities focussing on how to develop and accelerate vendor neutral training schemes and from seminars with SMEs, employment agencies, employment companies, labour market organizations, potentially some job seekers and the European Commission</td>
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<td>M18</td>
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<td>Report on results and lessons learnt in view of further e-CF development and e-CF platform</td>
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<td>PP</td>
<td>M22</td>
<td>Yes</td>
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<td>R</td>
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<td>M6</td>
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<td>31/03/2015</td>
<td>The pledge tracker was handed over almost at the same time when the report was due and the previous contractor provided a report at that time. In line with this a 6M delay has been agreed with the Commission. Due to the low response rate of the pledgers’ additional efforts were required to collect information that caused a further 2 months’ delay compared to the foreseen M12 deadline.</td>
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<td>M18</td>
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<td>The pledge tracker was handed over almost at the same time when the first report was due and the previous contractor provided a report at that time. In line with the agreed delay in respect of D5.3 D5.4 has been also agreed to be postponed to M24. The late submission compared to M24 was the result of the heavy workload on EUN due to many delivery dates in M24.</td>
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<td>Conclusions and recommendations from four regional seminars and European summary report on computer science education.</td>
<td>6</td>
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<td>PU</td>
<td>M24</td>
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<td>26/02/2016</td>
<td>The delay was caused by the heavy workload of EUN who had to prepare 5 deliverables for the same delivery date, many of which summarised activities implemented during the whole project duration.</td>
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### Milestones

#### TABLE 2. MILESTONES

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<td>First review meeting</td>
<td>M14</td>
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<td>M13</td>
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<td>MS8</td>
<td>ICT SMEs interested and selected for the pilot</td>
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<td>No</td>
<td>M16 and MM22</td>
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<td>Draft version of the sustainability plan developed</td>
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<td>M20</td>
<td>The final version of the sustainability plan was officially submitted to the EU in due time.</td>
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4. **Project management**

The second year of the DIGITALJOBS project required intensive coordination and management not only in the context of WP1, but also to ensure that all WP activities where implemented on time and in scope, and within the budget constraints. The results achieved during the first year, and also the lessons learnt in this period, have been taken into account during the preparation of the plans for the Year 2 activities. All partners were involved in this exercise.

**First review meeting and submission of activity and financial report**

From a project management point of view, the second year started with the coordination of the reporting activities. This required intensive activities both from the partners as well as from the coordinator.

In line with the request of the European Commission, the first review meeting of DIGITALJOBS took place within the report preparation period of the first project year (60 days after the end of the first project year, which ended on 31 January 2015), on 23 February 2015 in Brussels, in at DIGITALEUROPE’s premises.

As the first review meeting took place finally only three weeks after the end of the first reporting period, despite all the efforts of the Coordinator it was not possible to provide the reviewers with a final activity and financial report before the meeting. Nevertheless, WP leaders ensured that the reviewers received all information during the meeting that was necessary to get a clear picture on the status and results of the different WPs.

The conclusions and recommendations of the first review meeting were used as a basis for the preparation of the Roadmap for the second year of activities. Furthermore, once received the written evaluation from the European Commission, the project coordinator elaborated a formal response where ad-hoc action plans were included addressing the recommendations and concerns from the European Commission.

Based on the results of the review meeting, the European Commission accepted all reported costs of the consortium and transferred the interim payment to the Coordinator who then transferred the share of each beneficiary partner within the contractual deadline to the indicated bank accounts.

Both the financial and the activity reports were submitted in due time to the European Commission via the Participant Portal.
Preparation of the internal interim report in M19

In line with the internal management procedures laid down at the beginning of the project in the project roadmap (Deliverable 1.1) an interim activity report was produced during the second year in M19 covering the first six months of the second project year. The aim of this internal report was to ensure that the project coordinator could get a full picture on the progress of each partner activities during the first 6 months of the second reporting period and ensuring that activity reporting and MM consumption of the partners was in line with the original plan.

Maintenance of a direct communications channel with the European Commission

Through the second year of the project, DIGITALEUROPE ensured that the European Commission was continuously informed and updated on the progress of the project activities, results and plans. This guaranteed a smooth coordination and implementation of the project fully in line with the expectations of the European Commission. At the same time DIGITALEUROPE also ensured that all partners were duly informed about the requests from the European Commission and were prompted to ensure that these expectations were met.

Several working meetings were organised within the second period with the European Commission as well as with the Consortium. The main objective of the meetings with the European Commission was to keep the PO informed about the progress and outcomes of the current activities, but also to make sure that the planned activities were in line with the expectations of the European Commission. Often DIGITALEUROPE involved other key project partners in these bilateral meetings, especially when specific WP activities were discussed.

Organisation of 4th Steering Committee

The fourth Steering Committee meeting was organised during the second project year on 16 July 2015 where all partners took part either in person or via conference call. While this was formally the last Steering Committee organised in the context of the DIGITALJOBS project, DIGITALEUROPE maintained a direct and constant communication channel with all partners, especially with the WPs leaders, through the second year of the project.

Obstacles encountered during the project implementation

The project encountered only one more serious obstacle during the second year, which was related to the implementation of Task 2.1, envisaging the scaling up of the higher education Student Placement Programme (SPP) across Europe. The task could not be implemented successfully despite the reinforced and repeated activities of MITA and other involved partners. Based on the difficulties experienced by MITA during the implementation of this task, a remedy plan was developed in order to try to ensure the successful scaling up of the SPP. Unfortunately, the remedy actions did not bring the
expected results and therefore, in agreement with the European Commission, the task was terminated in the second project period.

With the agreement of the Consortium, and after having consulted the European Commission, the remaining resources allocated to this task were shifted to the project’s conference (Task 7.5), which was scaled up during the planning phase from a simple project event to an international job fair involving several DGs and Commission services. (As a consequence MS4 was not achieved despite the reinforced efforts).

Despite some partners reported advanced consumption of MMs and budget regarding the first project period, DIGITALEUROPE received a confirmation from all of them that the deviation will not affect their active involvement during the implementation of the second year activities.

Submission of deliverables and requested extension to submission deadlines

The majority of deliverables of the project (foreseen for the second reporting period or delayed from the first reporting period) were submitted in due time using the central e-mail address. In a few cases the consortium requested (and received) a derogation in advance in order to ensure higher quality reports and deliverables, which was agreed with the European Commission.

Changes in the initial budget allocation

During the second reporting period the European Commission was informed on some smaller changes in respect of the project's initial implementation plan or budget allocation. However, none of these changes required a contract amendment.

Dissemination activities

DIGITALJOBS partners implemented several dissemination activities. The major actions have been reported in WP5 D5.1 by those partners, which committed to implement wider actions. Those partners that were not involved in WP5 activities reported their activities in WP7.

Website

In line with the proposal of the Commission, the consortium uses the Commission’s Grand Coalition website as the central project website to communicate its activities and results to the external stakeholders: http://ec.europa.eu/digital-agenda/secretariat-grand-coalition-digital-jobs. The website is managed by EUN in cooperation with the Commission and with the support of DIGITALEUROPE.
4.1.1. Task 1.1 Establish Project structure, governance and control

The project’s structure, governance, control and its main management and advisory bodies were set up in the first months of the project. These included:

- Steering Committee, the main decision making body of the project;
- Project Management Board, the main operative body of DIGITALJOBS involving WP leaders and the coordinator;
- Advisory Board, which was established in order to advise the consortium in respect of the implementation of the project.

The Steering Committee met once in person during the 2nd year of DIGITALJOBS on 16 July 2015, in Brussels. The majority of the partners was present at the meeting and the European Commission’s representative, Mr. Alexander Riedl was also present. The Steering Committee meeting was complemented during the year with several consortium, Management Board or Task level conference calls and personal meetings with almost all partners.

The Advisory Board of DIGITALJOBS did not meet during the second year but the Coordinator kept regular contact with the individual members (pledgers of then Grand Coalition) and received regular updates from them in respect of their activities.

The coordination of the activities with the European Commission was further intensified during the second year and the coordinator ensured that the European Commission was kept up to date with all activities of the project. At the same time, the requests of the European Commission got also continuously integrated into all activities of the project.

The first review meeting of DIGITALJOBS took place on 23 February 2015, in Brussels. All WP leaders were present at the meeting (some of them via phone conference), where the activities implemented and the results achieved during the first year of DIGITALJOBS were presented. During the meeting the present partners had the chance to discuss with the European Commission the future plans and align these with the expectations of the European Commission. The review meetings conclusions were integrated into the second year project roadmap, which was finalised after the Steering Committee meeting in July 2015.

4.1.2. Task 1.2 Develop a Project roadmap

The project roadmap is the document that indicates the forthcoming operative steps of the project at Task level. The project roadmap indicated for each activity the deadline and the responsible partner.

This roadmap was elaborated at the beginning of the project (Deliverable1.1. due in M3) and was constantly updated during the entire lifespan of the project. After the review meeting with the Commission, which took place on 23 February 2015 and in line with the recommendations provided by reviewers, the roadmap was reviewed and a new task level plans were defined in cooperation with all partners. The 4th Steering Committee meeting in Brussels (16 July 2015) was an important
milestone because partners used this occasion discussed and agreed on activities that will be necessary to implement in order to meet the reviewers’ expectations. The new roadmap provided clear guidelines to the partners in respect of the planning and implementation of the activities during the second project year.

4.1.3. Task 1.3 Establish reporting and financial management processes

As project coordinator, DIGITALEUROPE established the project reporting and financial management procedures during the first months of the project. These procedures were explained in details in the project roadmap document and reminded to all partners during all Steering Committee meetings of the DIGITALJOBS project.

The reporting procedure outlined both internal reporting activities as well as external ones towards the European Commission. During the first two months of the second period consortium partners prepared their activity and financial reports in relation to the first year in the templates prepared by the coordinator. DIGITALEUROPE checked the partner level reports and integrated the single contributions into an aggregated report which was submitted in due time the European Commission via the participant portal. The financial reports of the partners were also submitted to the European Commission via the portal.

In M19 DIGITALEUROPE coordinated an internal interim reporting action, which aimed to collect partners’ MM spending and activity reports for the period M13-18. The objective of this reporting was to ensure that activities of all WPs were on track and in scope and that other partners were involved in the activities in the most efficient way.

The final reporting related activities were originally planned to start in February 2016 but because of the early date set for the final review meeting, the reporting activities started already in January 2016. All WP and task leaders started to prepare the general WP and task level activity reports in January, which were then compiled by DIGITALEUROPE in a final template. The remaining partners provided their individual reports in February which complements the overall activity descriptions with smaller partner level activities. February 2016. In parallel, all partners provided all information related to the financial report.
### USE OF RESOURCES

#### Overview Person-Month Status (cumulative)

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<td>1.50</td>
<td>0.00</td>
<td>0.00</td>
<td>0.70</td>
<td>1.10</td>
<td>4.70</td>
<td>4.20</td>
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<tr>
<td>TELECENTRE</td>
<td>1.12</td>
<td>0.20</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>1.14</td>
<td>1.00</td>
<td>3.15</td>
<td>2.90</td>
<td>0.00</td>
<td>0.00</td>
<td>8.91</td>
<td>8.00</td>
<td>14.32</td>
<td>12.10</td>
</tr>
<tr>
<td>TOTAL</td>
<td>22.11</td>
<td>8.00</td>
<td>14.97</td>
<td>16.20</td>
<td>18.41</td>
<td>11.50</td>
<td>13.04</td>
<td>10.80</td>
<td>23.89</td>
<td>16.60</td>
<td>13.32</td>
<td>8.60</td>
<td>33.79</td>
<td>25.30</td>
<td>139.53</td>
<td>97.00</td>
</tr>
</tbody>
</table>

Actual = number of person months consumed from the beginning of the project to the end of this period  
Planned = total effort planned for the project in the latest version of the description of work - annex I to the grant agreement.
## Explanation of the use of the resources

### PERSONNEL, SUBCONTRACTING AND OTHER MAJOR COST ITEMS FOR BENEFICIARY

#### 1 - DIGITALEUROPE FOR PERIOD 2

<table>
<thead>
<tr>
<th>Work Package</th>
<th>Item description</th>
<th>Amount</th>
<th>Explanations</th>
</tr>
</thead>
<tbody>
<tr>
<td>WP1</td>
<td>Personnel costs</td>
<td>€ 39,985</td>
<td>Giusy Cannella 3.09 MM, Jonathan Murray 0.72 MM, Klara Süveges-Heilingbrunner 2.3 MM,</td>
</tr>
<tr>
<td>WP2</td>
<td>Personnel costs</td>
<td>€ 3,262</td>
<td>Giusy Cannella 0.75 MM, Klara Süveges-Heilingbrunner 0.04 MM</td>
</tr>
<tr>
<td>WP3</td>
<td>Personnel costs</td>
<td>€ 5,053</td>
<td>Giusy Cannella 0.75 MM, Jonathan Murray 0.06 MM, Magali Merindol 0.1 MM</td>
</tr>
<tr>
<td>WP4</td>
<td>Personnel costs</td>
<td>€ 1,217</td>
<td>Giusy Cannella 0.08 MM, Jonathan Murray 0.05 MM</td>
</tr>
<tr>
<td>WP5</td>
<td>Personnel costs</td>
<td>€ 8,238</td>
<td>Giusy Cannella 1.34 MM, Jonathan Murray 0.09 MM, Klara Süveges-Heilingbrunner 0.02 MM, Manuel Moreno 0.07 MM</td>
</tr>
<tr>
<td>WP6</td>
<td>Personnel costs</td>
<td>€ 412</td>
<td>Giusy Cannella 0.09 MM</td>
</tr>
<tr>
<td>WP7</td>
<td>Personnel costs</td>
<td>€ 48,691</td>
<td>Giusy Cannella 3.02 MM, Jonathan Murray 1.1 MM, Magali Merindol 0.37 MM, Manuel Moreno 2.15 MM</td>
</tr>
<tr>
<td>WP1</td>
<td>Other direct Costs</td>
<td>€ 230</td>
<td>meeting catering (July SC meeting): 229.81 EUR</td>
</tr>
<tr>
<td>WP1</td>
<td>Other direct Costs</td>
<td>1,062</td>
<td>Travel costs Klara Heilingbrunner: participation in the final review meeting in Brussels, 10/03/2016</td>
</tr>
<tr>
<td>WP7</td>
<td>Other direct Costs</td>
<td>€ 32,091</td>
<td>European Digital Jobs Fair (20/11/2015, Madrid), Event costs</td>
</tr>
<tr>
<td>WP7</td>
<td>Other direct Costs</td>
<td>€2,463</td>
<td>Participation costs of 4 DIGITALEUROPE staff at the European Digital Jobs Fair: John Higgins, Jonathan Murray, Giusy Cannella, Manuel Moreno</td>
</tr>
<tr>
<td>WP7</td>
<td>Other direct Costs</td>
<td>€ 248</td>
<td>Press: 248 EUR</td>
</tr>
</tbody>
</table>
**WP7**  | **Other direct Costs** | **€ 520** | Travel costs of Magali Merindol (13 July), visiting the potential event venue and negotiation: 391.61 EUR

**WP7**  | **Other direct Costs99** | **€ 856** | Travel costs of Giusy Cannella, Digital Assembly 16-17 June 2015, Riga

**WP7**  | **Other direct Costs** | **€ 21** | Travel costs of Giusy Cannella related to meeting the German NC in Berlin in June

Indirect Costs | **€ 10,104** |

**TOTAL COSTS AS CLAIMED ON FORM C** | **€ 154,453** |

---

### ADJUSTMENT OF PERSONNEL, SUBCONTRACTING AND OTHER MAJOR COST ITEMS FOR BENEFICIARY 1 - DIGITALEUROPE FOR PERIOD 1

<table>
<thead>
<tr>
<th>Work Package</th>
<th>Item description</th>
<th>Amount (€)</th>
<th>Explanations</th>
</tr>
</thead>
<tbody>
<tr>
<td>WP1-7</td>
<td>Personnel costs</td>
<td>- 9384</td>
<td>DIGITALEUROPE revised its hourly cost calculation method in Spring 2015. As a result, monthly costs have been calculated for each involved person which made the calculation much more precise and resulted the review of Y1 costs</td>
</tr>
<tr>
<td>WP1,7</td>
<td>Other direct costs</td>
<td>- 240</td>
<td>VAT not deducted by mistake</td>
</tr>
<tr>
<td></td>
<td>Indirect Costs</td>
<td>- 673</td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL COSTS AS CLAIMED ON FORM C</strong></td>
<td><strong>- 10,297</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
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### PERSONNEL, SUBCONTRACTING AND OTHER MAJOR COST ITEMS FOR BENEFICIARY 2 - BRAINPORT DEVELOPMENT FOR PERIOD 2

<table>
<thead>
<tr>
<th>Work Package</th>
<th>Item description</th>
<th>Amount (€)</th>
<th>Explanations</th>
</tr>
</thead>
<tbody>
<tr>
<td>WP1</td>
<td>Personnel costs</td>
<td>890</td>
<td>0.11 MM Yvonne van Hest prog manager</td>
</tr>
<tr>
<td>WP3</td>
<td>Personnel costs</td>
<td>44,502</td>
<td>1.26 MM Yvonne van Hest prog manager € 10,194</td>
</tr>
<tr>
<td>Work Package</td>
<td>Item description</td>
<td>Amount</td>
<td>Explanations</td>
</tr>
<tr>
<td>--------------</td>
<td>------------------</td>
<td>--------</td>
<td>--------------</td>
</tr>
<tr>
<td>WP7</td>
<td>Personnel costs</td>
<td>€ 1,052</td>
<td>0.13 MM Yvonne v Hest prog manager</td>
</tr>
<tr>
<td>WP1</td>
<td>Other direct Costs</td>
<td>€ 1,420</td>
<td>N/A Travel</td>
</tr>
<tr>
<td>WP3</td>
<td>Other direct Costs</td>
<td>€ 3,837</td>
<td>Travel and publicity</td>
</tr>
<tr>
<td></td>
<td>Indirect Costs</td>
<td>€ 3,619</td>
<td></td>
</tr>
<tr>
<td>TOTAL COSTS AS CLAIMED ON FORM C</td>
<td></td>
<td>€ 55,320</td>
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**PERSONNEL, SUBCONTRACTING AND OTHER MAJOR COST ITEMS FOR BENEFICIARY**

**3 - CLOSE PARTNERS for Period 2**

<table>
<thead>
<tr>
<th>Work Package</th>
<th>Item description</th>
<th>Amount</th>
<th>Explanations</th>
</tr>
</thead>
<tbody>
<tr>
<td>WP1</td>
<td>Personnel cost</td>
<td>€ 925</td>
<td>Personnel cost of Frederic De Meyer, (consultant) Project coordinator – 0.5 days and Rui Serapicos, (consultant) Project coordinator – 1.5 day</td>
</tr>
<tr>
<td>WP7</td>
<td>Personnel cost</td>
<td>€ 7,800</td>
<td>Personnel cost Frederic De Meyer, (consultant) Project coordinator – 0.5 day and Frits Bussemaker (consultant) Project Leader – 15.25 days</td>
</tr>
<tr>
<td></td>
<td>Indirect Costs</td>
<td>€ 610</td>
<td></td>
</tr>
<tr>
<td>TOTAL COSTS AS CLAIMED ON FORM C</td>
<td></td>
<td>€ 9,335</td>
<td></td>
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**PERSONNEL, SUBCONTRACTING AND OTHER MAJOR COST ITEMS FOR BENEFICIARY**

**4 - DI ITEK for Period 2**

<table>
<thead>
<tr>
<th>Work Package</th>
<th>Item description</th>
<th>Amount</th>
<th>Explanations</th>
</tr>
</thead>
</table>
### Personnel costs

<table>
<thead>
<tr>
<th>Work Package</th>
<th>Item description</th>
<th>Amount</th>
<th>Explanations</th>
</tr>
</thead>
<tbody>
<tr>
<td>WP2</td>
<td>Personnel costs</td>
<td>€ 39,128</td>
<td>Henrik Valentin Jensen, 60 days (PM Training for digital jobs and digital skills for SME's); Mads Tryggedsson, 2.5 days (PM digital skills for SME's); Bente Holmgren Sørensen 2.2 days (PM); ANSM 8 days (PM Training for digital jobs); BAEJ 4 working days (PM Training for digital jobs); MAAB 5 working days (PM preparing and establishing local coalition) STFR 5 working days (PM Training for digital jobs)</td>
</tr>
<tr>
<td>WP3</td>
<td>Personnel costs</td>
<td>€ 98</td>
<td>Henrik Valentin Jensen € 98; 0.25 working day (PM preparing and sharing expert knowledge)</td>
</tr>
<tr>
<td>WP7</td>
<td>Personnel costs</td>
<td>€ 1,418</td>
<td>Henrik Valentin Jensen € 1,418; 4 working day (PM preparing and establishing local coalition)</td>
</tr>
<tr>
<td></td>
<td>Other direct Costs</td>
<td>€ 934</td>
<td>Henrik Valentin Jensen € 934, (Travel Grand Coalition meeting 15-16th July)</td>
</tr>
<tr>
<td></td>
<td>Indirect Costs</td>
<td>€ 2,910</td>
<td></td>
</tr>
<tr>
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<td>TOTAL COSTS AS CLAIMED ON FORM C</td>
<td>€ 44,488</td>
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### PERSONNEL, SUBCONTRACTING AND OTHER MAJOR COST ITEMS FOR BENEFICIARY 6 - ECWT FOR PERIOD 2

<table>
<thead>
<tr>
<th>Work Package</th>
<th>Item description</th>
<th>Amount</th>
<th>Explanations</th>
</tr>
</thead>
<tbody>
<tr>
<td>WP 1</td>
<td>Personnel costs</td>
<td>€ 2,275</td>
<td>Eva Fabry, PM 1 day - € 440; Dimitris Raftopoulos, CO 5 days – € 1,834.6</td>
</tr>
<tr>
<td>WP 3</td>
<td>Personnel costs</td>
<td>€ 1,174</td>
<td>Eva Fabry, PM 1 day – € 440; Dimitris Raftopoulos, CO 2 days – € 733.84</td>
</tr>
<tr>
<td>WP 5</td>
<td>Personnel costs</td>
<td>€ 1,486</td>
<td>Eva Fabry, PM 1.5 days - € 660; Dimitris Raftopoulos, CO 2.25 days € 825.57</td>
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<tr>
<td>WP 6</td>
<td>Personnel costs</td>
<td>€ 10,307</td>
<td>Eva Fabry, PM 10.5 days – € 4,620; Dimitris Raftopoulos, CO 15.5 days – € 5,687.26</td>
</tr>
<tr>
<td>WP 7</td>
<td>Personnel costs</td>
<td>€ 9,335</td>
<td>Eva Fabry, PM 11 days - € 4,840; Dimitris Raftopoulos, CO 12.25 days -€ 4,494.77</td>
</tr>
<tr>
<td>WP1</td>
<td>Other direct Costs</td>
<td>€ 574</td>
<td>26-27 January 2015 Brussels, STC Meeting Eva Fabry – € 479</td>
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<td></td>
<td>16 July Digital Jobs STC Meeting Brussels, Eva Fabry – € 95</td>
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<tr>
<td>WP7</td>
<td>Other direct Costs</td>
<td>€ 639</td>
<td>1-2 June 2015 e-leadership skills Conference &amp; DJ meeting Brussels, Eva Fabry – € 639</td>
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<tr>
<td></td>
<td>Indirect Costs</td>
<td>€ 1,805</td>
<td></td>
</tr>
<tr>
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<td>TOTAL COSTS AS CLAIMED ON FORM C</td>
<td>€ 27,595</td>
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### PERSONNEL, SUBCONTRACTING AND OTHER MAJOR COST ITEMS FOR BENEFICIARY 7 - EUROCIO FOR PERIOD 2

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<th>Work Package</th>
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<th>Explanations</th>
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<tbody>
<tr>
<td>WP 1</td>
<td>Personnel costs</td>
<td>€ 1,440</td>
<td>0.1 MM of Paul Costello project manager</td>
</tr>
<tr>
<td>WP 3</td>
<td>Personnel costs</td>
<td>€ 2,880</td>
<td>0.2 MM of Paul Costello project manager</td>
</tr>
<tr>
<td>Work Package</td>
<td>Item description</td>
<td>Amount</td>
<td>Explanations</td>
</tr>
<tr>
<td>--------------</td>
<td>------------------</td>
<td>--------</td>
<td>--------------</td>
</tr>
<tr>
<td>WP1, 2, 3, 4, 6, 7</td>
<td>Personnel costs</td>
<td>€ 59,008</td>
<td>Staff costs: WP1: C.Krupp 0.03 MM, K. Breuer 0.12 MM, T. Hüsing 0.04 MM, WP2: W. Korte 0.14 MM, WP3: W Korte 0.14 MM, WP4: W. Korte 1.61 MM, WP6: W. Korte 0.37 MM, WP7: 0.74 MM</td>
</tr>
<tr>
<td>WP1</td>
<td>Other direct Costs</td>
<td>€ 803</td>
<td>N/A</td>
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<tr>
<td></td>
<td>Indirect Costs</td>
<td>€ 4,186</td>
<td>N/A</td>
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<tr>
<td>TOTAL COSTS AS CLAIMED ON FORM C</td>
<td>€ 63,997</td>
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**PERSONNEL, SUBCONTRACTING AND OTHER MAJOR COST ITEMS FOR BENEFICIARY 9 - THE TECH PARTNERSHIP (FORMERLY E-SKILLS UK) FOR PERIOD 2**

<table>
<thead>
<tr>
<th>Work</th>
<th>Item description</th>
<th>Amount</th>
<th>Explanations</th>
</tr>
</thead>
<tbody>
<tr>
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TOTAL COSTS AS CLAIMED ON FORM C

€ 63,997
<table>
<thead>
<tr>
<th>Package</th>
<th>Item description</th>
<th>Amount</th>
<th>Explanations</th>
</tr>
</thead>
<tbody>
<tr>
<td>WP1</td>
<td>Personnel costs</td>
<td>€ 927</td>
<td>1.75 productive days (13.13 productive hours) of Nigel Payne &amp; Helen West (Project management)</td>
</tr>
<tr>
<td>WP5,</td>
<td>Personnel costs</td>
<td>€ 4,916</td>
<td>9.28 productive days (69.60 productive hours) of Nigel Payne &amp; Annabel Chow (marketing)</td>
</tr>
<tr>
<td>WP1</td>
<td>Other direct Costs</td>
<td>€ 455</td>
<td>travel costs of Nigel Payne Steering Committee meeting / workshop July 16, 2015</td>
</tr>
<tr>
<td>WP5</td>
<td>Other direct Costs</td>
<td>€ 56</td>
<td>Travel costs of Nigel Payne Tech Partnership invited to attend Digital Assembly 2015 conference in Riga, Latvia by EU Presidency Latvia. Endorsement by EU of The Tech Partnership as UK National Coalition</td>
</tr>
<tr>
<td>Indirect Costs</td>
<td></td>
<td>€ 444</td>
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<tr>
<td>TOTAL COSTS AS CLAIMED ON FORM C</td>
<td></td>
<td>€ 6,798</td>
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**PERSONNEL, SUBCONTRACTING AND OTHER MAJOR COST ITEMS FOR BENEFICIARY 10 – EUN FOR PERIOD 2**

<table>
<thead>
<tr>
<th>Work Package</th>
<th>Item description</th>
<th>Amount</th>
<th>Explanations</th>
</tr>
</thead>
<tbody>
<tr>
<td>WP1</td>
<td>Personnel costs</td>
<td>€ 2,655</td>
<td>Total 0.49 PMs: Project Assistant-Carrera Martinez Nair: 0.03PM; Executive Director-Durando Marc: 0.01PM; Digital Citizenship Programme Manager-Martens Hans: 0.09PM; Project Assistant-Recheva Tomislava: 0.05PM; Project Support Team Assistant-Sottile Federica: 0.05 PM; Project Support Team Assistant-Tesoro Antonella: 0.14PM; Senior Communications Manager-Vacelet Christel: 0.03PM; Project Support and Financial Advisor-Vaillant Pascal: 0.08PM</td>
</tr>
<tr>
<td>WP</td>
<td>Personnel costs</td>
<td>€</td>
<td>PMs:</td>
</tr>
<tr>
<td>---</td>
<td>---</td>
<td>---</td>
<td>---</td>
</tr>
<tr>
<td>WP2</td>
<td>€ 6,276</td>
<td>Total 1.45 PMs: Business Development-Dalla Vecchia Tommaso: 1.39PM; Senior Communications Manager-Vacelet Christel: 0.05PM</td>
<td></td>
</tr>
<tr>
<td>WP5</td>
<td>€ 25,875</td>
<td>Total 7.49 PMs: Project Assistant-Carrera Martinez Nair: 2.07PM; Business Development-Dalla Vecchia Tommaso: 2.35PM Project Manager-Ferrari Anusca: 0.11PM; Project Manager-Kerr Charmaine: 0.05PM; Digital Citizenship Programme Manager-Martens Hans: 0.1PM; Web Editor-O’Cleirigh Cathal: 0.74PM; Project Assistant-Recheva Tomislava:1.64PM; Senior Communications Manager-Vacelet Christel: 0.44PM</td>
<td></td>
</tr>
<tr>
<td>WP6</td>
<td>€ 28,801</td>
<td>Total 6.51 PMs: Project Assistant-Carrera Martinez Nair: 1.45PM; Business Development-Dalla Vecchia Tommaso: 1.55PM; Project Coordinator-Hertz Benjamin: 1.9PM; Project Manager-Kerr Charmaine: 0.19PM; Digital Citizenship Programme Manager-Martens Hans: 0.4PM; Graphic Designer-Massini Jessica: 0.09PM; Web Editor-O’Cleirigh Cathal: 0.22PM; Project Assistant-Recheva Tomislava: 0.63PM; Senior Communications Manager-Vacelet Christel: 0.08PM</td>
<td></td>
</tr>
<tr>
<td>WP7</td>
<td>€ 6,497</td>
<td>Total 0.96 PMs: Business Development-Dalla Vecchia Tommaso: 0.52PM; Executive Director-Durando Marc: 0.25PM; Project Assistant-Recheva Tomislava: 0.16PM; Senior Communications Manager-Vacelet Christel: 0.03PM</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>WP</th>
<th>Other direct Costs</th>
<th>€</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>WP2</td>
<td>€ 210</td>
<td>210 € Design and DTP, report on case studies D2.3</td>
<td></td>
</tr>
<tr>
<td>WP5</td>
<td>€ 2,594</td>
<td>2,034 € - Eminent 2014 High level event cost Zurich annual workshop; catering, room, speaker, video</td>
<td></td>
</tr>
<tr>
<td>WP6</td>
<td>€ 6,990</td>
<td>560 € online hosting of pledge tracker requested by DG Connect</td>
<td></td>
</tr>
</tbody>
</table>

353 € - 3rd MOOC badges design
<table>
<thead>
<tr>
<th>WP7</th>
<th>Other direct Costs</th>
<th>€ 1,227</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1,230 € - Nordic &amp; Baltic Regional workshop, 12 March Latvia Travel costs of T. Dalla Vecchia (EUN) and Carl Myrland (teacher-expert) + room renting</td>
<td></td>
</tr>
<tr>
<td></td>
<td>278 € - Budapest Regional workshop, Budapest Travel costs of Namik Delilovic (teacher-expert)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>1,513 € - Hotel and Subsistence for Interviews for CS MOOC Neil Rickus 16-17/02/15; Tulia Urschitz 20-21/3/15; Edgar Bajaruns 07-08/05/15</td>
<td></td>
</tr>
<tr>
<td></td>
<td>1,750 € - Facilitation, promotion, animation and moderation of 3rd MOOC on computing – trainer Feeney</td>
<td></td>
</tr>
<tr>
<td></td>
<td>1,866 € - Travel and meeting costs: European Workshop on Computer science 26-27/01/2016 J.C. Lepeltak; M. Syslo; J. Moreno Leon; Mc Laughlin (experts travelling)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>336 € - Travel costs of T. Dalla Vecchia to Eminent 2015 in Barcelona</td>
<td>€ 336</td>
</tr>
<tr>
<td></td>
<td>350 € - Travel costs of A. Ferrari to Eminent 2015 in Barcelona</td>
<td>€ 350</td>
</tr>
<tr>
<td></td>
<td>44 € - Travel costs of T. Dalla Vecchia to eSkills conference in Luxembourg 14/12/2015 (dissemination)</td>
<td>€ 44</td>
</tr>
<tr>
<td></td>
<td>497 € - Travel costs of T. Dalla Vecchia to Eminent 2014 in Zurich only hotel, as travel was claimed already in period 1</td>
<td>€ 497</td>
</tr>
<tr>
<td></td>
<td>€ 1,227</td>
<td></td>
</tr>
<tr>
<td>Indirect Costs</td>
<td></td>
<td>€ 5,678</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>TOTAL COSTS AS CLAIMED ON FORM C</td>
<td>€ 86,803</td>
<td></td>
</tr>
</tbody>
</table>

As already mentioned at the project interim report phase, since the budget developed at proposal stage didn’t take into account real monthly rates, but applied standard rates, EUN have been keeping as a reference real staff costs and the overall budget made available for human resources per work package.

Furthermore, a discrepancy exists between the MM allocated and the budget foreseen for staff costs, due to the fact that a flat daily rate of 500 Euros was applied across the board and not taking into consideration the profile required for the person to undertake the specific tasks as defined in the DoW.
In fact, due to the nature of the project tasks, the day to day management and implementations of the activities required operational staff to be extensively dedicated to the running of e.g. teacher training programmes, awareness raising activities, reporting and monitoring etc.

Finally, we confirm that all the staff costs claimed within the project have been calculated on the basis of real costs and are therefore supported by actual timesheets and real staff daily rates based on employment contracts.

### PERSONNEL, SUBCONTRACTING AND OTHER MAJOR COST ITEMS FOR BENEFICIARY 11 - MALTA INFORMATION TECHNOLOGY AGENCY FOR PERIOD 2

<table>
<thead>
<tr>
<th>Work Package</th>
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<th>Amount</th>
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<tbody>
<tr>
<td>WP1</td>
<td>Personnel costs</td>
<td>€ 4,292</td>
<td>€3,697.84 Fabianne Ruggier (project reporting manager) 17 Days</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>€ 594.58 David Sant (project reporting manager) 3.25 days</td>
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<tr>
<td>WP2</td>
<td>Personnel costs</td>
<td>€2,937</td>
<td>Fabianne Ruggier (project reporting manager) 13.5 Days</td>
</tr>
<tr>
<td>WP7</td>
<td>Personnel costs</td>
<td>€1,196</td>
<td>Fabianne Ruggier (project reporting manager) 6 Days</td>
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<td>WP1</td>
<td>Other direct Costs</td>
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<td></td>
<td>Indirect Costs</td>
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<td></td>
</tr>
<tr>
<td><strong>TOTAL COSTS AS CLAIMED ON FORM C</strong></td>
<td></td>
<td>€10,334</td>
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### PERSONNEL, SUBCONTRACTING AND OTHER MAJOR COST ITEMS FOR BENEFICIARY 12 - NUIM FOR PERIOD 2

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<thead>
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<td>WP1</td>
<td>Personnel Costs</td>
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<td>Personnel Costs</td>
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<td>1.16 MM of the project manager Louise Velling</td>
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<td>Work Package</td>
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</tr>
<tr>
<td>WP1</td>
<td>Personnel costs</td>
<td>€ 1,000</td>
<td>Sebastiano Toffaletti (Secretary General) 0.1 MM</td>
</tr>
<tr>
<td>WP2</td>
<td>Personnel costs</td>
<td>€ 10,000</td>
<td>Sebastiano Toffaletti (Secretary General) 1 MM</td>
</tr>
<tr>
<td>WP3</td>
<td>Personnel costs</td>
<td>€ 4,000</td>
<td>Sebastiano Toffaletti (Secretary General) 0.4 MM</td>
</tr>
<tr>
<td>WP4</td>
<td>Personnel costs</td>
<td>€ 0</td>
<td>Sebastiano Toffaletti (Secretary General) 0.1 MM – 1000 EUR, not reported</td>
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<td>WP5</td>
<td>Personnel costs</td>
<td>€ 9,000</td>
<td>Sebastiano Toffaletti (Secretary General) 0.9 MM</td>
</tr>
<tr>
<td>WP7</td>
<td>Personnel costs</td>
<td>€ 2,000</td>
<td>Sebastiano Toffaletti (Secretary General) 0.2 MM</td>
</tr>
<tr>
<td></td>
<td>Indirect Costs</td>
<td>€ 1,820</td>
<td></td>
</tr>
<tr>
<td></td>
<td>TOTAL COSTS AS CLAIMED ON FORM C</td>
<td>€ 27,820</td>
<td></td>
</tr>
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</table>

**PERSONNEL, SUBCONTRACTING AND OTHER MAJOR COST ITEMS FOR BENEFICIARY 13 PIN-SME FOR PERIOD 2**

**PERSONNEL, SUBCONTRACTING AND OTHER MAJOR COST ITEMS FOR BENEFICIARY 14 - TELECENTRE-EUROPE AISBL FOR PERIOD 2**

<table>
<thead>
<tr>
<th>Work Package</th>
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<th>Amount</th>
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</tr>
</thead>
<tbody>
<tr>
<td>WP1</td>
<td>Personnel costs</td>
<td>€ 5,134.2</td>
<td>Gabriel Rissola (project coordinator) – 6 days</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>Laurentiu Bunescu (project manager) – 6 days</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>Peter Palvolgyi (financial manager) – 6 days</td>
</tr>
<tr>
<td>WP</td>
<td>Category</td>
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<td>WP4</td>
<td>Personnel costs</td>
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<td>WP5</td>
<td>Personnel costs</td>
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<td>WP7</td>
<td>Personnel costs</td>
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<td>WP7</td>
<td>Travel costs</td>
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<td>WP7</td>
<td>Other direct costs</td>
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<td>Indirect Costs</td>
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</tr>
<tr>
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<td></td>
<td>Telecentre-Europe receives an Operating Grant from the European Commission, therefore it is not eligible for Indirect Costs</td>
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</tr>
<tr>
<td>TOTAL COSTS AS CLAIMED ON FORM C</td>
<td>€49,672</td>
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</tr>
</tbody>
</table>
Project management

The second year of the DIGITALJOBS project required intensive coordination and management not only in the context of WP1, but also to ensure that all WP activities were implemented on time and in scope, and within the budget constraints. The results achieved during the first year, and also the lessons learnt in this period, have been taken into account during the preparation of the plans for the Year 2 activities. All partners were involved in this exercise.

First review meeting and submission of activity and financial report

From a project management point of view, the second year started with the coordination of the reporting activities. This required intensive activities both from the partners as well as from the coordinator.

In line with the request of the European Commission, the first review meeting of DIGITALJOBS took place within the report preparation period of the first project year (60 days after the end of the first project year, which ended on 31 January 2015), on 23 February 2015 in Brussels, at DIGITALEUROPE’s premises.

As the first review meeting took place finally only three weeks after the end of the first reporting period, despite all the efforts of the Coordinator it was not possible to provide the reviewers with a final activity and financial report before the meeting. Nevertheless, WP leaders ensured that the reviewers received all information during the meeting that was necessary to get a clear picture on the status and results of the different WPs.

The conclusions and recommendations of the first review meeting were used as a basis for the preparation of the Roadmap for the second year of activities. Furthermore, once received the written evaluation from the European Commission, the project coordinator elaborated a formal response where ad-hoc action plans were included addressing the recommendations and concerns from the European Commission.

Based on the results of the review meeting, the European Commission accepted all reported costs of the consortium and transferred the interim payment to the Coordinator who then transferred the share of each beneficiary partner within the contractual deadline to the indicated bank accounts.

Both the financial and the activity reports were submitted in due time to the European Commission via the Participant Portal.
Preparation of the internal interim report in M19

In line with the internal management procedures laid down at the beginning of the project in the project roadmap (Deliverable 1.1) an interim activity report was produced during the second year in M19 covering the first six months of the second project year. The aim of this internal report was to ensure that the project coordinator could get a full picture on the progress of each partner activities during the first 6 months of the second reporting period and ensuring that activity reporting and MM consumption of the partners was in line with the original plan.

Maintenance of a direct communications channel with the European Commission

Through the second year of the project, DIGITALEUROPE ensured that the European Commission was continuously informed and updated on the progress of the project activities, results and plans. This guaranteed a smooth coordination and implementation of the project fully in line with the expectations of the European Commission. At the same time DIGITALEUROPE also ensured that all partners were duly informed about the requests from the European Commission and were prompted to ensure that these expectations were met.

Several working meetings were organised within the second period with the European Commission as well as with the Consortium. The main objective of the meetings with the European Commission was to keep the PO informed about the progress and outcomes of the current activities, but also to make sure that the planned activities were in line with the expectations of the European Commission. Often DIGITALEUROPE involved other key project partners in these bilateral meetings, especially when specific WP activities were discussed.

Organisation of 4th Steering Committee

The fourth Steering Committee meeting was organised during the second project year on 16 July 2015 where all partners took part either in person or via conference call. While this was formally the last Steering Committee organised in the context of the DIGITALJOBS project, DIGITALEUROPE maintained a direct and constant communication channel with all partners, especially with the WPs leaders, through the second year of the project.

Obstacles encountered during the project implementation

The project encountered only one more serious obstacle during the second year, which was related to the implementation of Task 2.1, envisaging the scaling up of the higher education Student Placement Programme (SPP) across Europe. The task could not be implemented successfully despite the reinforced and repeated activities of MITA and other involved partners. Based on the difficulties experienced by MITA during the implementation of this task, a remedy plan was developed in order to try to ensure the successful scaling up of the SPP. Unfortunately, the remedy actions did not bring the
expected results and therefore, in agreement with the European Commission, the task was terminated in the second project period.

With the agreement of the Consortium, and after having consulted the European Commission, the remaining resources allocated to this task were shifted to the project’s conference (Task 7.5), which was scaled up during the planning phase from a simple project event to an international job fair involving several DGs and Commission services. (As a consequence MS4 was not achieved despite the reinforced efforts).

Despite some partners reported advanced consumption of MMs and budget regarding the first project period, DIGITALEUROPE received a confirmation from all of them that the deviation will not affect their active involvement during the implementation of the second year activities.

Submission of deliverables and requested extension to submission deadlines

The majority of deliverables of the project (foreseen for the second reporting period or delayed from the first reporting period) were submitted in due time using the central e-mail address. In a few cases the consortium requested (and received) a derogation in advance in order to ensure higher quality reports and deliverables, which was agreed with the European Commission.

Changes in the initial budget allocation

During the second reporting period the European Commission was informed on some smaller changes in respect of the project's initial implementation plan or budget allocation. However, none of these changes required a contract amendment.

Dissemination activities

DIGITALJOBS partners implemented several dissemination activities. The major actions have been reported in WP5 D5.1 by those partners, which committed to implement wider actions. Those partners that were not involved in WP5 activities reported their activities in WP7.

Website

In line with the proposal of the Commission, the consortium uses the Commission’s Grand Coalition website as the central project website to communicate its activities and results to the external stakeholders: http://ec.europa.eu/digital-agenda/secretariat-grand-coalition-digital-jobs. The website is managed by EUN in cooperation with the Commission and with the support of DIGITALEUROPE.
Task 1.1 Establish Project structure, governance and control

The project’s structure, governance, control and its main management and advisory bodies were set up in the first months of the project. These included:

- Steering Committee, the main decision making body of the project;
- Project Management Board, the main operative body of DIGITALJOBS involving WP leaders and the coordinator;
- Advisory Board, which was established in order to advise the consortium in respect of the implementation of the project.

The Steering Committee met once in person during the 2nd year of DIGITALJOBS on 16 July 2015, in Brussels. The majority of the partners was present at the meeting and the European Commission’s representative, Mr. Alexander Riedl was also present. The Steering Committee meeting was complemented during the year with several consortium, Management Board or Task level conference calls and personal meetings with almost all partners.

The Advisory Board of DIGITALJOBS did not meet during the second year but the Coordinator kept regular contact with the individual members (pledgers of then Grand Coalition) and received regular updates from them in respect of their activities.

The coordination of the activities with the European Commission was further intensified during the second year and the coordinator ensured that the European Commission was kept up to date with all activities of the project. At the same time, the requests of the European Commission got also continuously integrated into all activities of the project.

The first review meeting of DIGITALJOBS took place on 23 February 2015, in Brussels. All WP leaders were present at the meeting (some of them via phone conference), where the activities implemented and the results achieved during the first year of DIGITALJOBS were presented. During the meeting the present partners had the chance to discuss with the European Commission the future plans and align these with the expectations of the European Commission. The review meetings conclusions were integrated into the second year project roadmap, which was finalised after the Steering Committee meeting in July 2015.

Task 1.2 Develop a Project roadmap

The project roadmap is the document that indicates the forthcoming operative steps of the project at Task level. The project roadmap indicated for each activity the deadline and the responsible partner.

This roadmap was elaborated at the beginning of the project (Deliverable1.1. due in M3) and was constantly updated during the entire lifespan of the project. After the review meeting with the Commission, which took place on 23 February 2015 and in line with the recommendations provided by reviewers, the roadmap was reviewed and a new task level plans were defined in cooperation with all partners. The 4th Steering Committee meeting in Brussels (16 July 2015) was an important
milestone because partners used this occasion discussed and agreed on activities that will be necessary to implement in order to meet the reviewers’ expectations. The new roadmap provided clear guidelines to the partners in respect of the planning and implementation of the activities during the second project year.

Task 1.3 Establish reporting and financial management processes

As project coordinator, DIGITALEUROPE established the project reporting and financial management procedures during the first months of the project. These procedures were explained in details in the project roadmap document and reminded to all partners during all Steering Committee meetings of the DIGITALJOBS project.

The reporting procedure outlined both internal reporting activities as well as external ones towards the European Commission. During the first two months of the second period consortium partners prepared their activity and financial reports in relation to the first year in the templates prepared by the coordinator. DIGITALEUROPE checked the partner level reports and integrated the single contributions into an aggregated report which was submitted in due time the European Commission via the participant portal. The financial reports of the partners were also submitted to the European Commission via the portal.

In M19 DIGITALEUROPE coordinated an internal interim reporting action, which aimed to collect partners’ MM spending and activity reports for the period M13-18. The objective of this reporting was to ensure that activities of all WPs were on track and in scope and that other partners were involved in the activities in the most efficient way.

The final reporting related activities were originally planned to start in February 2016 but because of the early date set for the final review meeting, the reporting activities started already in January 2016. All WP and task leaders started to prepare the general WP and task level activity reports in January, which were then compiled by DIGITALEUROPE in a final template. The remaining partners provided their individual reports in February which complements the overall activity descriptions with smaller partner level activities. February 2016. In parallel, all partners provided all information related to the financial report.
# USE OF RESOURCES

## Overview Person-Month Status (cumulative)

<table>
<thead>
<tr>
<th>Package</th>
<th>WP1</th>
<th>WP2</th>
<th>WP3</th>
<th>WP4</th>
<th>WP5</th>
<th>WP6</th>
<th>WP7</th>
<th>TOTAL per Beneficiary</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Actual P1+P2</td>
<td>Planned</td>
<td>Actual P1+P2</td>
<td>Planned</td>
<td>Actual P1+P2</td>
<td>Planned</td>
<td>Actual P1+P2</td>
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<td>14.97</td>
<td>16.20</td>
<td>18.41</td>
<td>11.50</td>
<td>13.04</td>
<td>10.80</td>
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</table>

Actual = number of person months consumed from the beginning of the project to the end of this period  
Planned = total effort planned for the project in the latest version of the description of work - annex I to the grant agreement.
### Explanation of the use of the resources

<table>
<thead>
<tr>
<th>Work Package</th>
<th>Item description</th>
<th>Amount</th>
<th>Explanations</th>
</tr>
</thead>
<tbody>
<tr>
<td>WP1</td>
<td>Personnel costs</td>
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<td>Giusy Cannella 3.09 MM, Jonathan Murray 0.72 MM, Klara Süveges-Heilingbrunner 2.3 MM,</td>
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<td>WP2</td>
<td>Personnel costs</td>
<td>€ 3,262</td>
<td>Giusy Cannella 0.75 MM, Klara Süveges-Heilingbrunner 0.04 MM</td>
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<tr>
<td>WP3</td>
<td>Personnel costs</td>
<td>€ 5,053</td>
<td>Giusy Cannella 0.75 MM, Jonathan Murray 0.06 MM, Magali Merindol 0.1 MM</td>
</tr>
<tr>
<td>WP4</td>
<td>Personnel costs</td>
<td>€ 1,217</td>
<td>Giusy Cannella 0.08 MM, Jonathan Murray 0.05 MM</td>
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<tr>
<td>WP5</td>
<td>Personnel costs</td>
<td>€ 8,238</td>
<td>Giusy Cannella 1.34 MM, Jonathan Murray 0.09 MM, Klara Süveges-Heilingbrunner 0.02 MM, Manuel Moreno 0.07 MM</td>
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<tr>
<td>WP6</td>
<td>Personnel costs</td>
<td>€ 412</td>
<td>Giusy Cannella 0.09 MM</td>
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<td>WP7</td>
<td>Personnel costs</td>
<td>€ 48,691</td>
<td>Giusy Cannella 3.02 MM, Jonathan Murray 1.1 MM, Magali Merindol 0.37 MM, Manuel Moreno 2.15 MM</td>
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<td>Other direct Costs</td>
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<td>meeting catering (July SC meeting): 229.81 EUR</td>
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<td>1,062</td>
<td>Travel costs Klara Heilingbrunner: participation in the final review meeting in Brussels, 10/03/2016</td>
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<td>European Digital Jobs Fair (20/11/2015, Madrid), Event costs</td>
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<td>Other direct Costs</td>
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<td>Participation costs of 4 DIGITALEUROPE staff at the European Digital Jobs Fair: John Higgins, Jonathan Murray, Giusy Cannella, Manuel Moreno</td>
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</tr>
<tr>
<td>--------------</td>
<td>------------------------</td>
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<td>------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>WP7</td>
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<td>Travel costs of Magali Merindol (13 July), visiting the potential event venue and negotiation: 391.61 EUR</td>
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<td>Other direct Costs99</td>
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<td>Travel costs of Giusy Cannella, Digital Assembly 16-17 June 2015, Riga</td>
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<tr>
<td>WP7</td>
<td>Other direct Costs</td>
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<td>Travel costs of Giusy Cannella related to meeting the German NC in Berlin in June</td>
</tr>
<tr>
<td></td>
<td>Indirect Costs</td>
<td>€ 10,104</td>
<td></td>
</tr>
<tr>
<td></td>
<td>TOTAL COSTS AS CLAIMED</td>
<td>€ 154,453</td>
<td></td>
</tr>
</tbody>
</table>

**ADJUSTMENT OF PERSONNEL, SUBCONTRACTING AND OTHER MAJOR COST ITEMS FOR BENEFICIARY 1 - DIGITALEUROPE FOR PERIOD 1**

<table>
<thead>
<tr>
<th>Work Package</th>
<th>Item description</th>
<th>Amount</th>
<th>Explanations</th>
</tr>
</thead>
<tbody>
<tr>
<td>WP1-7</td>
<td>Personnel costs</td>
<td>€ - 9,384</td>
<td>DIGITALEUROPE revised its hourly cost calculation method in Spring 2015. As a result, monthly costs have been calculated for each involved person which made the calculation much more precise and resulted the review of Y1 costs</td>
</tr>
<tr>
<td>WP1,7</td>
<td>Other direct costs</td>
<td>€ - 240</td>
<td>VAT not deducted by mistake</td>
</tr>
<tr>
<td></td>
<td>Indirect Costs</td>
<td>€ - 674</td>
<td></td>
</tr>
<tr>
<td></td>
<td>TOTAL COSTS AS CLAIMED</td>
<td>€ - 10,298</td>
<td></td>
</tr>
</tbody>
</table>

**PERSONNEL, SUBCONTRACTING AND OTHER MAJOR COST ITEMS FOR BENEFICIARY 2 - BRAINPORT DEVELOPMENT FOR PERIOD 2**

<table>
<thead>
<tr>
<th>Work Package</th>
<th>Item description</th>
<th>Amount</th>
<th>Explanations</th>
</tr>
</thead>
<tbody>
<tr>
<td>WP1</td>
<td>Personnel costs</td>
<td>€ 890</td>
<td>0.11 MM Yvonne van Hest prog manager</td>
</tr>
<tr>
<td>WP3</td>
<td>Personnel costs</td>
<td>€ 44,502</td>
<td>1.26 MM Yvonne van Hest prog manager € 10,194</td>
</tr>
</tbody>
</table>
### Personnel, Subcontracting and Other Major Cost Items for Beneficiary

#### 3 - Close Partners for Period 2

<table>
<thead>
<tr>
<th>Work Package</th>
<th>Item description</th>
<th>Amount</th>
<th>Explanations</th>
</tr>
</thead>
<tbody>
<tr>
<td>WP1</td>
<td>Personnel cost</td>
<td>€ 925</td>
<td>Personnel cost of Frederic De Meyer, (consultant) Project coordinator – 0.5 days and Rui Serapicos, (consultant) Project coordinator – 1.5 day</td>
</tr>
<tr>
<td>WP7</td>
<td>Personnel cost</td>
<td>€ 7,800</td>
<td>Personnel cost Frederic De Meyer, (consultant) Project coordinator – 0.5 day and Frits Bussemaker (consultant) Project Leader – 15.25 days</td>
</tr>
<tr>
<td></td>
<td>Indirect Costs</td>
<td>€ 610</td>
<td></td>
</tr>
<tr>
<td>TOTAL COSTS</td>
<td>AS CLAIMED ON FORM C</td>
<td>€ 9,335</td>
<td></td>
</tr>
</tbody>
</table>

#### 4 - DI ITEK for Period 2

<table>
<thead>
<tr>
<th>Work Package</th>
<th>Item description</th>
<th>Amount</th>
<th>Explanations</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

---

0.53 MM Erik Jansen coord labour mobility € 2,683  
0.54 MM Lissa vd Heijden junior researcher € 2,925  
5.94 MM Richard Kerste researcher € 26,300  
0.29 MM Henk v Soest proj manager € 2,400  

WP7 Personnel costs € 1,052  
WP1 Other direct Costs € 1,420  
WP3 Other direct Costs € 3,837  
Indirect Costs € 3,619  
TOTAL COSTS AS CLAIMED ON FORM C € 55,320
### Personnel costs

<table>
<thead>
<tr>
<th>Work Package</th>
<th>Item description</th>
<th>Amount</th>
<th>Explanations</th>
</tr>
</thead>
<tbody>
<tr>
<td>WP1</td>
<td>Personnel costs</td>
<td>€ 7,951</td>
<td>Personnel costs 3 resources</td>
</tr>
<tr>
<td>WP4</td>
<td>Personnel costs</td>
<td>€ 10,293</td>
<td>Personnel costs 7 resources</td>
</tr>
<tr>
<td>WP7</td>
<td>Personnel costs</td>
<td>€ 5,437</td>
<td>Personnel costs 3 resources</td>
</tr>
<tr>
<td></td>
<td>Indirect Costs</td>
<td>€ 1,657</td>
<td></td>
</tr>
<tr>
<td>TOTAL COSTS AS CLAIMED ON FORM C</td>
<td>€ 25,338</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### Personnel, subcontracting and other major cost items for Beneficiary 6 - ECWT for Period 2

<table>
<thead>
<tr>
<th>Work Package</th>
<th>Item description</th>
<th>Amount</th>
<th>Explanations</th>
</tr>
</thead>
<tbody>
<tr>
<td>WP 1</td>
<td>Personnel costs</td>
<td>€ 2,275</td>
<td>Eva Fabry, PM 1 day - € 440; Dimitris Raftopoulos, CO 5 days – € 1,834.6</td>
</tr>
<tr>
<td>WP 3</td>
<td>Personnel costs</td>
<td>€ 1,174</td>
<td>Eva Fabry, PM 1 day – € 440; Dimitris Raftopoulos, CO 2 days – € 733.84</td>
</tr>
<tr>
<td>WP 5</td>
<td>Personnel costs</td>
<td>€ 1,486</td>
<td>Eva Fabry, PM 1.5 days - € 660; Dimitris Raftopoulos, CO 2.25 days € 825.57</td>
</tr>
<tr>
<td>WP 6</td>
<td>Personnel costs</td>
<td>€ 10,307</td>
<td>Eva Fabry, PM 10.5 days – € 4,620; Dimitris Raftopoulos, CO 15.5 days – € 5,687.26</td>
</tr>
<tr>
<td>WP 7</td>
<td>Personnel costs</td>
<td>€ 9,335</td>
<td>Eva Fabry, PM 11 days - € 4,840; Dimitris Raftopoulos, CO 12.25 days -€ 4,494.77</td>
</tr>
<tr>
<td>WP1</td>
<td>Other direct Costs</td>
<td>€ 574</td>
<td>26-27 January 2015 Brussels, STC Meeting Eva Fabry – € 479</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>16 July Digital Jobs STC Meeting Brussels, Eva Fabry – € 95</td>
</tr>
<tr>
<td>WP7</td>
<td>Other direct Costs</td>
<td>€ 639</td>
<td>1-2 June 2015 e-leadership skills Conference &amp; DJ meeting Brussels, Eva Fabry – € 639</td>
</tr>
<tr>
<td></td>
<td>Indirect Costs</td>
<td>€ 1,805</td>
<td></td>
</tr>
<tr>
<td>TOTAL COSTS AS CLAIMED ON FORM C</td>
<td></td>
<td>€ 27,595</td>
<td></td>
</tr>
</tbody>
</table>

### Personnel, subcontracting and other major cost items for Beneficiary 7 - EuroCIO for Period 2

<table>
<thead>
<tr>
<th>Work Package</th>
<th>Item description</th>
<th>Amount</th>
<th>Explanations</th>
</tr>
</thead>
<tbody>
<tr>
<td>WP 1</td>
<td>Personnel costs</td>
<td>€ 1,440</td>
<td>0.1 MM of Paul Costello project manager</td>
</tr>
<tr>
<td>WP 3</td>
<td>Personnel costs</td>
<td>€ 2,880</td>
<td>0.2 MM of Paul Costello project manager</td>
</tr>
<tr>
<td>Work Package</td>
<td>Item description</td>
<td>Amount</td>
<td>Explanations</td>
</tr>
<tr>
<td>--------------</td>
<td>-----------------------</td>
<td>--------------</td>
<td>------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>WP4</td>
<td>Personnel costs</td>
<td>€ 5,760</td>
<td>0.4 MM of Paul Costello project manager</td>
</tr>
<tr>
<td>WP5</td>
<td>Personnel costs</td>
<td>€ 8,640</td>
<td>0.6 MM of Paul Costello project manager</td>
</tr>
<tr>
<td>WP7</td>
<td>Personnel costs</td>
<td>€ 7,200</td>
<td>0.5 MM of Paul Costello project manager</td>
</tr>
<tr>
<td>WP1</td>
<td>Other direct Costs</td>
<td>€ 714</td>
<td>N/A</td>
</tr>
<tr>
<td></td>
<td>Indirect Costs</td>
<td>€ 1,864</td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL COSTS AS CLAIMED ON FORM C</strong></td>
<td></td>
<td><strong>€ 28,498</strong></td>
<td></td>
</tr>
</tbody>
</table>

### Personnel, subcontracting and other major cost items for Beneficiary 8 - EMPIRICA for Period 2

<table>
<thead>
<tr>
<th>Work Package</th>
<th>Item description</th>
<th>Amount</th>
<th>Explanations</th>
</tr>
</thead>
<tbody>
<tr>
<td>WP1, 2, 3, 4, 6, 7</td>
<td>Personnel costs</td>
<td>€ 59,008</td>
<td>Staff costs:</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>WP1: C.Krupp 0.03 MM, K. Breuer 0.12 MM, T. Hüsing 0.04 MM,</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>WP2: W. Korte 0.14 MM</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>WP3: W Korte 0.14 MM</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>WP4: W. Korte 1.61 MM</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>WP6: W. Korte 0.37 MM</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>WP7: 0.74 MM</td>
</tr>
<tr>
<td>WP1</td>
<td>Other direct Costs</td>
<td>€ 803</td>
<td>N/A</td>
</tr>
<tr>
<td></td>
<td>Indirect Costs</td>
<td>€ 4,186</td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL COSTS AS CLAIMED ON FORM C</strong></td>
<td></td>
<td><strong>€ 63,997</strong></td>
<td></td>
</tr>
</tbody>
</table>

### Personnel, subcontracting and other major cost items for Beneficiary 9 - THE TECH PARTNERSHIP (formerly e-skills UK) for Period 2
<table>
<thead>
<tr>
<th>Package</th>
<th>Item description</th>
<th>Amount</th>
<th>Explanations</th>
</tr>
</thead>
<tbody>
<tr>
<td>WP1</td>
<td>Personnel costs</td>
<td>€ 927</td>
<td>1.75 productive days (13.13 productive hours) of Nigel Payne &amp; Helen West (Project management)</td>
</tr>
<tr>
<td>WP5</td>
<td>Personnel costs</td>
<td>€ 4,916</td>
<td>9.28 productive days (69.60 productive hours) of Nigel Payne &amp; Annabel Chow (marketing)</td>
</tr>
<tr>
<td>WP1</td>
<td>Other direct Costs</td>
<td>€ 455</td>
<td>travel costs of Nigel Payne</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Steering Committee meeting / workshop July 16, 2015</td>
</tr>
<tr>
<td>WP5</td>
<td>Other direct Costs</td>
<td>€ 56</td>
<td>Travel costs of Nigel Payne</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Tech Partnership invited to attend Digital Assembly 2015 conference in Riga, Latvia by EU Presidency Latvia. Endorsement by EU of The Tech Partnership as UK National Coalition</td>
</tr>
<tr>
<td></td>
<td>Indirect Costs</td>
<td>€ 444</td>
<td></td>
</tr>
<tr>
<td></td>
<td>TOTAL COSTS AS CLAIMED ON FORM C</td>
<td>€ 6,798</td>
<td></td>
</tr>
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**PERSONNEL, SUBCONTRACTING AND OTHER MAJOR COST ITEMS FOR BENEFICIARY 10 – EUN FOR PERIOD 2**

<table>
<thead>
<tr>
<th>Work Package</th>
<th>Item description</th>
<th>Amount</th>
<th>Explanations</th>
</tr>
</thead>
<tbody>
<tr>
<td>WP1</td>
<td>Personnel costs</td>
<td>€ 2,655</td>
<td>Total 0.49 PMs: Project Assistant-Carrera Martinez Nair: 0.03PM; Executive Director-Durando Marc: 0.01PM; Digital Citizenship Programme Manager -Martens Hans: 0.09PM; Project Assistant-Recheva Tomislava: 0.05PM; Project Support Team Assistant-Sottile Federica: 0.05 PM; Project Support Team Assistant-Tesoro Antonella: 0.14PM; Senior Communications Manager-Vacelet Christel: 0.03PM; Project Support and Financial Advisor-Vaillant Pascal: 0.08PM</td>
</tr>
<tr>
<td>WP2</td>
<td>Personnel costs</td>
<td>€ 6,276</td>
<td>Total 1.45 PMs: Business Development-Dalla Vecchia Tommaso: 1.39PM; Senior Communications Manager-Vacelet Christel: 0.05PM</td>
</tr>
<tr>
<td>------</td>
<td>-----------------</td>
<td>---------</td>
<td>------------------------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>WP5</td>
<td>Personnel costs</td>
<td>€ 25,875</td>
<td>Total 7.49 PMs: Project Assistant-Carrera Martinez Nair: 2.07PM; Business Development-Dalla Vecchia Tommaso: 2.35PM Project Manager-Ferrari Anusca: 0.11PM; Project Manager-Kerr Charmaine: 0.05PM; Digital Citizenship Programme Manager-Martens Hans: 0.1PM; Web Editor-O’Cleirigh Cathal: 0.74PM; Project Assistant-Recheva Tomislava: 1.64PM; Senior Communications Manager-Vacelet Christel: 0.44PM</td>
</tr>
<tr>
<td>WP6</td>
<td>Personnel costs</td>
<td>€ 28,801</td>
<td>Total 6.51 PMs: Project Assistant-Carrera Martinez Nair: 1.45PM; Business Development-Dalla Vecchia Tommaso: 1.55PM; Project Coordinator-Hertz Benjamin: 1.9PM; Project Manager-Kerr Charmaine: 0.19PM; Digital Citizenship Programme Manager-Martens Hans: 0.4PM; Graphic Designer-Massini Jessica: 0.09PM; Web Editor-O’Cleirigh Cathal: 0.22PM; Project Assistant-Recheva Tomislava: 0.63PM; Senior Communications Manager-Vacelet Christel: 0.08PM</td>
</tr>
<tr>
<td>WP7</td>
<td>Personnel costs</td>
<td>€ 6,497</td>
<td>Total 0.96 PMs: Business Development-Dalla Vecchia Tommaso: 0.52PM; Executive Director-Durando Marc: 0.25PM; Project Assistant-Recheva Tomislava: 0.16PM; Senior Communications Manager-Vacelet Christel: 0.03PM</td>
</tr>
<tr>
<td>WP2</td>
<td>Other direct Costs</td>
<td>€ 210</td>
<td>210 € Design and DTP, report on case studies D2.3</td>
</tr>
<tr>
<td>WP5</td>
<td>Other direct Costs</td>
<td>€ 2,594</td>
<td>2,034 € - Eminent 2014 High level event cost Zurich annual workshop; catering, room, speaker, video</td>
</tr>
<tr>
<td>WP6</td>
<td>Other direct Costs</td>
<td>€ 6,990</td>
<td>353 € - 3rd MOOC badges design</td>
</tr>
</tbody>
</table>
1,230 € - Nordic & Baltic Regional workshop, 12 March Latvia Travel costs of T. Dalla Vecchia (EUN) and Carl Myrland (teacher-expert) + room renting

278 € - Budapest Regional workshop, Budapest Travel costs of Namik Delilovic (teacher-expert)

1,513 € - Hotel and Subsistence for Interviews for CS MOOC Neil Rickus 16-17/02/15; Tulia Urschitz 20-21/3/15; Edgar Bajaruns 07-08/05/15

1,750 € Facilitation, promotion, animation and moderation of 3rd MOOC on computing – trainer Feeney

1,866 € Travel and meeting costs: European Workshop on Computer science 26-27/01/2016 J.C. Lepeltak; M. Syslo; J. Moreno Leon; Mc Laughlin (experts travelling)

WP7 Other direct Costs

€ 1,227

336 € - Travel costs of T. Dalla Vecchia to Eminent 2015 in Barcelona

350 € T - travel costs of A. Ferrari to Eminent 2015 in Barcelona

44 € - Travel costs of T. Dalla Vecchia to eSkills conference in Luxembourg 14/12/2015 (dissemination)

497 € - Travel costs of T. Dalla Vecchia to Eminent 2014 in Zurich only hotel, as travel was claimed already in period 1

Indirect Costs

€ 5,678

TOTAL COSTS AS CLAIMED ON FORM C

€ 86,803

As already mentioned at the project interim report phase, since the budget developed at proposal stage didn’t take into account real monthly rates, but applied standard rates, EUN have been keeping as a reference real staff costs and the overall budget made available for human resources per work package.

Furthermore, a discrepancy exists between the MM allocated and the budget foreseen for staff costs, due to the fact that a flat daily rate of 500 Euros was applied across the board and not taking into consideration the profile required for the person to undertake the specific tasks as defined in the DoW.
In fact, due to the nature of the project tasks, the day to day management and implementations of the activities required operational staff to be extensively dedicated to the running of e.g. teacher training programmes, awareness raising activities, reporting and monitoring etc.

Finally, we confirm that all the staff costs claimed within the project have been calculated on the basis of real costs and are therefore supported by actual timesheets and real staff daily rates based on employment contracts.

<table>
<thead>
<tr>
<th>Work Package</th>
<th>Item description</th>
<th>Amount</th>
<th>Explanations</th>
</tr>
</thead>
<tbody>
<tr>
<td>WP1</td>
<td>Personnel costs</td>
<td>€ 4,292</td>
<td>€3,697.84 Fabianne Ruggier (project reporting manager) 17 Days</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>€ 594.58 David Sant (project reporting manager) 3.25 days</td>
</tr>
<tr>
<td>WP2</td>
<td>Personnel costs</td>
<td>€2,937</td>
<td>Fabianne Ruggier (project reporting manager) 13.5 Days</td>
</tr>
<tr>
<td>WP7</td>
<td>Personnel costs</td>
<td>€1,196</td>
<td>Fabianne Ruggier (project reporting manager) 6 Days</td>
</tr>
<tr>
<td>WP1</td>
<td>Other direct Costs</td>
<td>€1,233</td>
<td>N/A</td>
</tr>
<tr>
<td></td>
<td>Indirect Costs</td>
<td>€676</td>
<td></td>
</tr>
<tr>
<td>TOTAL COSTS AS CLAIMED ON FORM C</td>
<td></td>
<td>€10,334</td>
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</tr>
</tbody>
</table>

**Personnel, subcontracting and other major cost items for Beneficiary 12 - NUIM for Period 2**

<table>
<thead>
<tr>
<th>Work Package</th>
<th>Item description</th>
<th>Amount</th>
<th>Explanations</th>
</tr>
</thead>
<tbody>
<tr>
<td>WP1</td>
<td>Personnel Costs</td>
<td>€ 374</td>
<td>0.05 MM of the project manager Loise Velling</td>
</tr>
<tr>
<td>WP7</td>
<td>Personnel Costs</td>
<td>€7,850</td>
<td>1.16 MM of the project manager Louise Velling</td>
</tr>
<tr>
<td></td>
<td>Indirect Costs</td>
<td>€ 575</td>
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</tr>
<tr>
<td>Work Package</td>
<td>Item description</td>
<td>Amount</td>
<td>Explanations</td>
</tr>
<tr>
<td>--------------</td>
<td>----------------------</td>
<td>----------</td>
<td>---------------------------------------------------</td>
</tr>
<tr>
<td>WP1</td>
<td>Personnel costs</td>
<td>€ 1,000</td>
<td>Sebastiano Toffaletti (Secretary General) 0.1 MM</td>
</tr>
<tr>
<td>WP2</td>
<td>Personnel costs</td>
<td>€ 10,000</td>
<td>Sebastiano Toffaletti (Secretary General) 1 MM</td>
</tr>
<tr>
<td>WP3</td>
<td>Personnel costs</td>
<td>€ 4,000</td>
<td>Sebastiano Toffaletti (Secretary General) 0.4 MM</td>
</tr>
<tr>
<td>WP4</td>
<td>Personnel costs</td>
<td>€ 0</td>
<td>Sebastiano Toffaletti (Secretary General) 0.1 MM – 1000 EUR, not reported</td>
</tr>
<tr>
<td>WP5</td>
<td>Personnel costs</td>
<td>€ 9,000</td>
<td>Sebastiano Toffaletti (Secretary General) 0.9 MM</td>
</tr>
<tr>
<td>WP7</td>
<td>Personnel costs</td>
<td>€ 2,000</td>
<td>Sebastiano Toffaletti (Secretary General) 0.2 MM</td>
</tr>
</tbody>
</table>

**Total Costs as Claimed on Form C** € 27,820

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**Personnel, subcontracting and other major cost items for Beneficiary 14 - Telecentre-Europe AISBL for Period 2**

<table>
<thead>
<tr>
<th>Work Package</th>
<th>Item description</th>
<th>Amount</th>
<th>Explanations</th>
</tr>
</thead>
<tbody>
<tr>
<td>WP1</td>
<td>Personnel costs</td>
<td>€ 5,134.2</td>
<td>Gabriel Rissola (project coordinator) – 6 days</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Laurentiu Bunescu (project manager) – 6 days</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Peter Palvolgyi (financial manager) – 6</td>
</tr>
<tr>
<td>WP</td>
<td>Costs</td>
<td>Description</td>
<td>Amount</td>
</tr>
<tr>
<td>------</td>
<td>----------------</td>
<td>--------------------------------------</td>
<td>------------</td>
</tr>
<tr>
<td>WP4</td>
<td>Personnel costs</td>
<td>Laurentiu Bunescu (project manager)</td>
<td>€1,689.53</td>
</tr>
<tr>
<td>WP5</td>
<td>Personnel costs</td>
<td>Laurentiu Bunescu (project manager)</td>
<td>€3,379.05</td>
</tr>
<tr>
<td>WP7</td>
<td>Personnel costs</td>
<td>Gabriel Rissola (project coordinator)</td>
<td>€27,261.22</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Laurentiu Bunescu (project manager)</td>
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</tr>
<tr>
<td>WP7</td>
<td>Travel costs</td>
<td></td>
<td>€3,208</td>
</tr>
<tr>
<td>WP7</td>
<td>Other direct costs</td>
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<td>€9,000.00</td>
</tr>
<tr>
<td></td>
<td>Indirect Costs</td>
<td></td>
<td>€0,00</td>
</tr>
<tr>
<td></td>
<td>TOTAL COSTS AS CLAIMED ON FORM C</td>
<td></td>
<td><strong>€49,672</strong></td>
</tr>
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