

ARE WE FUTURE-READY?

- How EDIHs and Partners Support Companies in Closing General and Role-Specific Digital Skills Gaps

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The Digital Readiness Dilemma

By 2030, **up to 20 million ICT specialists may be needed** in the EU – yet even basic digital proficiency is lacking in parts of the workforce.

SMEs are hit hardest: **they want** (and need) **to transform, but don't know how – or who can help them.**



Latvia's **digital skills are overall below the EU average**. The rural-urban divide persists, and the country needs to improve the digital capabilities of older adults and people with lower levels of education.

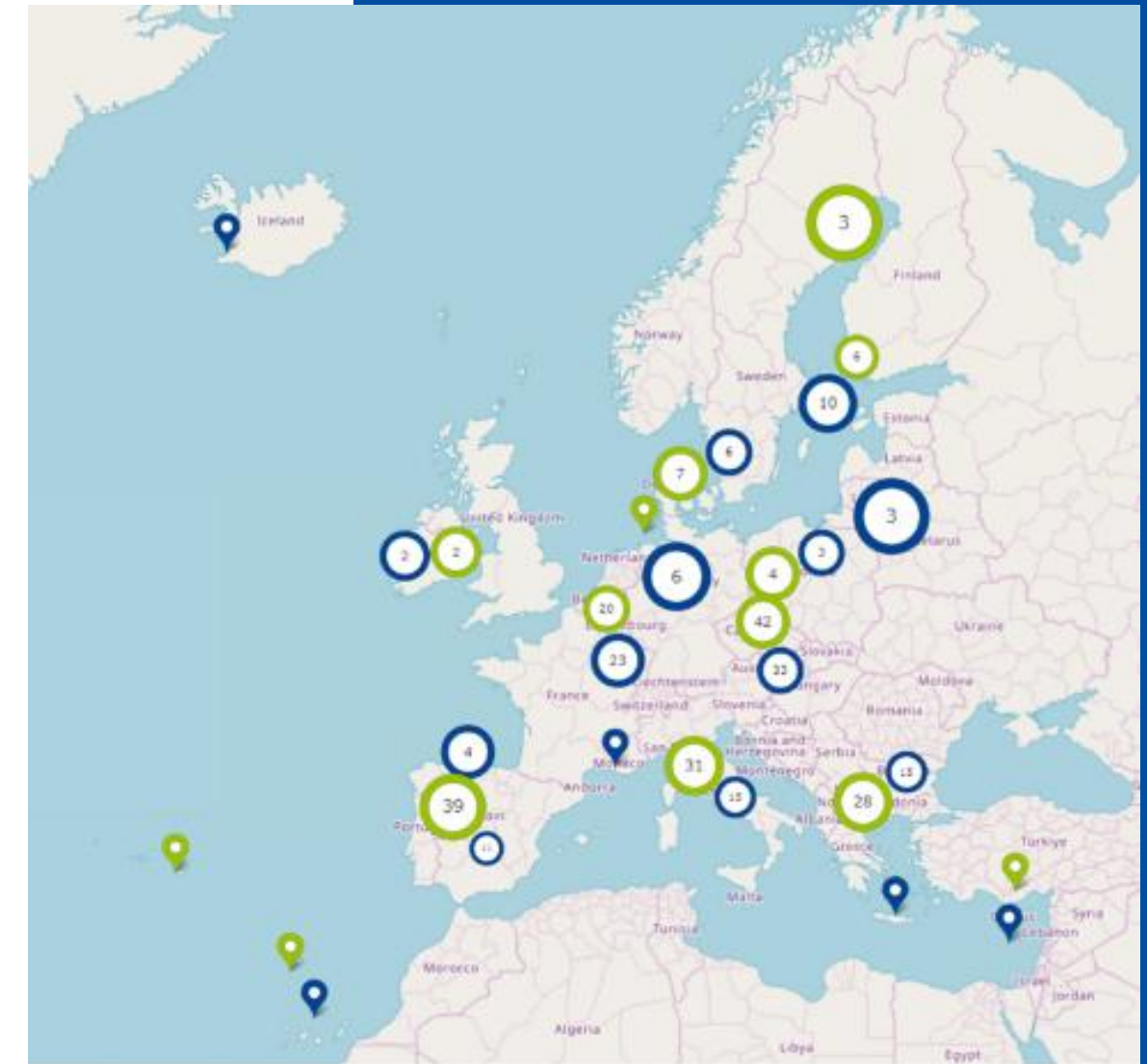


What is the EDIH Digital Accelerator of Latvia?

European Digital Innovation Hubs (EDIHs) created in all Europe on 2022 with the aim to foster digital transformation of SMEs and PSOs all over the EU.

Focus areas: AI, cybersecurity, data, HPC, digital skills, innovation adaptation.

More than 20 partners: universities, tech providers, business support organizations and regional agencies.



The Digital Skills Gap

General vs Role-Specific

General digital skills

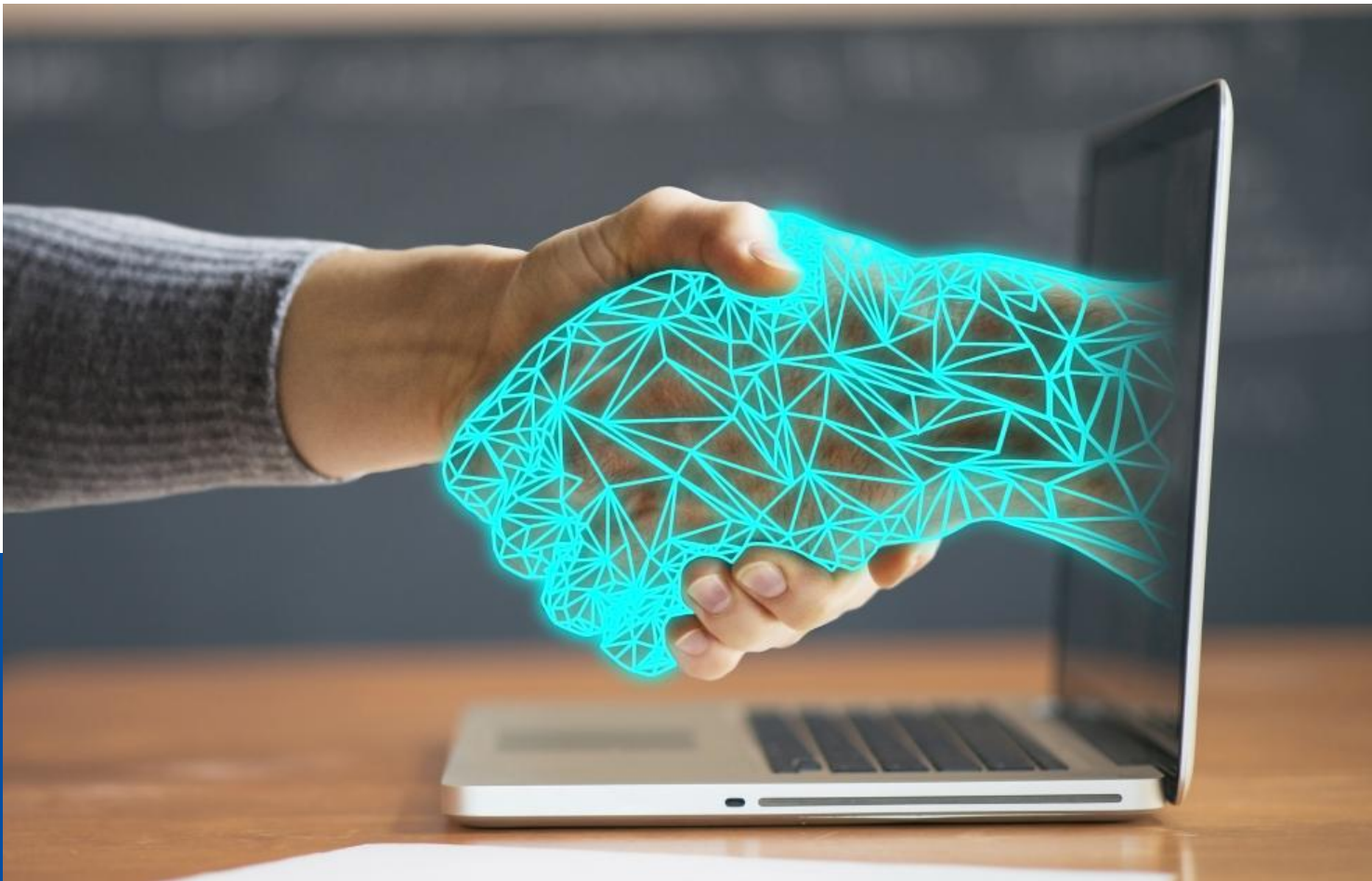
- Digital literacy (emails, MS Office, digital tools)
- Cyber hygiene, data awareness
- Communication tools, collaboration platforms

Challenge: Broad part of the workforce lacks confidence, especially in manufacturing and traditional sectors.

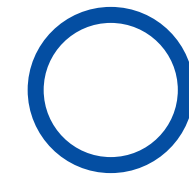
Role-specific digital skills

- AI for engineers
- Digital marketing for sales teams
- Cybersecurity awareness for IT teams
- Data analytics for operations managers

Challenge: Skills are **often soiled**, training is too generic or too academic, and **not aligned with business needs**.



How We Support Companies



01

Digital Maturity Assessments (DMA) and Roadmaps

- Mapping current digital readiness
- Includes **skills self-assessment** across roles
- Helps identify who needs what kind of support

02

Training & Talent Boosting

- Hands-on training in:
 - Cybersecurity for SMEs and PSOs
 - Data analytics using open-source tools
 - AI literacy for non-tech staff
- Internships and knowledge exchange

03

Test Before Invest (TBI)

- Organizations try out digital tools and technologies
- Employees learn by doing
- This shortens the learning curve and improves adoption

Case Studies & Impact

Kopējais dalībnieku skaits pēc **uzņēmuma lieluma**



Mācības apmeklēja **561 dalībnieks** vecuma grupā no **30 līdz 54** gadiem



01 Riga Airport

Access to skills development on all levels of the enterprise. Specific and general skills, based on the needs of employees and their workflow. Available courses from various providers.

02 Schools in Ventspils

Teachers learn by doing. Hands-on testing of the Future Classroom at Ventspils High Technology Park. Support for heads of schools when deciding on the most appropriate equipment and requirements for teachers.

03 SIA Hansab

Inspired by AI courses, redirected their own internal processes almost fully to be completed by the help of AI. Continues development and inspires others by becoming a provider with the EDIH DAoL partner network.

Challenges and What's next



«No time, no budget»

Resistance to training. SMEs and PSOs need a concentrated but easily understandable map of options, programs available for skills improvement



High demand

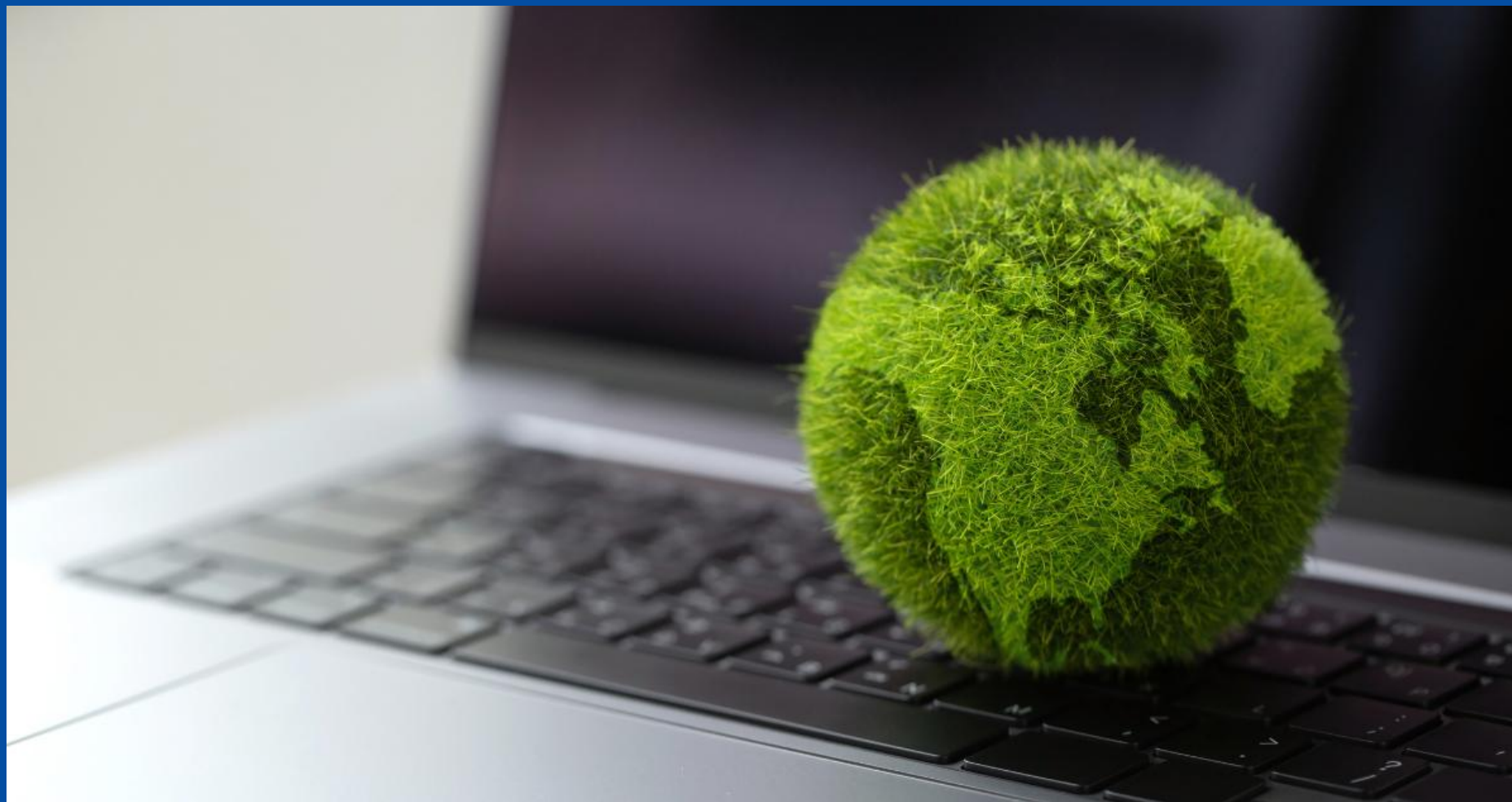
There is a high demand for **practical, tailored, short-format learning** opportunities. We need skills, we need them fast, and we need them where we're at.



Difficulty measuring skills impact

How to gather data on impact of skills improvement for various levels of employees beyond self-assessment

Challenges and What's Next



Digital skills improvement can solve various problems on different levels of SMEs and PSOs. We just need a holistic approach... and that is hard.

Train-the-trainer

Scaling of train-the-trainer models. Helping SMEs and PSOs create strategic approach to skills improvement in organization, sharing knowledge firstly within.

Sharing knowledge

Supporting SMEs and PSOs ready to share their knowledge with others, creating valuable collaborations.

Cooperation is the key

Deepening cooperation with EDIHs and national partners, combining programs. Allowing SMEs and PSOs simultaneously use multiple programs providing skills improvement.

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