



D4.5 Developed portfolio of services regarding reskilling and upskilling offered by cluster to SMEs

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Silicon Eurocluster

Serving the electronics value chain for maintaining sovereignty in microelectronics, components and systems for a greener, more digital and resilient future Europe.

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D.4.5 Developed portfolio of services regarding reskilling and upskilling offered by cluster to SMEs

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2

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List of abbreviations

EU	European Union
R&D	Research and Development
SEA	Silicon Europe Alliance
SME	Small and Medium Enterprises
WG	Working Group
WP	Work Package

1. Project Summary

The Silicon Eurocluster project aims to achieve greater European self-sufficiency, with increased competitiveness and resilience in the electronics value chain, with specific attention to SMEs. The semiconductor industry, a foundation of all electronics, impacts the entire European Value Chain. Its independence will build a strong basis for a greener and more digital economy.

Several regions cluster the technological expertise and resources of Europe's leading SMEs, industries, and research organisations in innovative electronics. A strong alliance of leading micro- and nanoelectronics regions already exists – The Silicon Europe Alliance. Enriched by competencies from Bulgaria, the alliance aims to synergise the updated European industrial strategy: to boost its value chains to be greener, more digital and resilient against disruption. Silicon Eurocluster will initiate the following actions:

- Develop and strengthen value chain interlinkages in the EU single market.
- Increase strategic autonomy in the most critical supplies and technologies of these ecosystems.
- Support transformation to a greener and more digital economy.
- Attract talent to stimulate and scale up the workforce.
- Reconnect and boost access to global supply and value chains.

Silicon Eurocluster wants to place Europe in a leading position in development and production of Micro- and Nanoelectronics (key enabling technologies) by harnessing the teamwork of existing high-potential clusters in Spain, Portugal, France, Italy, Germany, Austria, Bulgaria, Sweden, Belgium and the Netherlands. Extending the collaboration among the clusters to a registered European cluster association will have a major impact on the global competitiveness of Europe's electronics systems. The project ambitions to provide direct support to at least 50 SMEs via financial support (25 green vouchers and 25 demonstration projects) & support them in internationalization, innovation, networking and training towards digitized and green.

The Silicon Eurocluster project ambitions also to provide the SMEs with the additional services going beyond the cascade funding, which will help them to build the long-lasting, resilient networks within the EU industrial Ecosystem to uphold the Single market and strengthen its resistance to any disruption, acquire new skills and build capacities, stimulate innovation, strengthen the SMEs positioning inside the EU and facilitate their internationalization.

Following these objectives, WP4 and Task 4.3 aims at building the capacities and skills of the cluster managers in the field of green technologies, circular economy and Sustainable Development Goals for their internal benefit and to better support their SME members.

2. Introduction

This document highlights the creation and implementation of a new resource under the Silicon Eurocluster project: the catalog of upskilling and reskilling services developed by the project partners in their own ecosystems. In response to the pressing talent gap in the electronics sector, driven by the rapid pace of digital transformation, this catalog has been designed to show to small and medium-sized enterprises (SMEs) in their efforts to equip their workforce with the necessary skills for the future.

The catalog serves as a centralized, easily accessible resource hosted on the Silicon Eurocluster project website. It shows a wide range of training programs tailored to the specific needs of the industry, categorized by industry demands, skill levels, and emerging technologies. This catalogue allows companies to efficiently identify and utilize the most relevant programs for their workforce, ensuring that their employees are well-prepared to meet the challenges posed by technological advancements.

The creation of this catalog is a significant achievement, representing a collaborative effort among various cluster partners. The document details the methodology used to compile this portfolio of services, including the identification of relevant initiatives, the organization of content, and the careful design of materials to maximize accessibility and usability.

To further ensure the catalog's impact, a targeted communication campaign has been launched, including a press release aimed at raising awareness among member companies and encouraging them to take full advantage of the available services.

3. Up-skilling and re-skilling

Digital Transformation has altered how most of the industry works, including the electronics sector, which has drastically altered how firms work. Technology is developing at an unprecedented rate, which has increased need for qualified personnel in fields including automation, digitization, and the creation of new technologies. But there is a serious talent gap because the demand for experts with the requisite abilities is greatly exceeding the supply.

SMEs, who frequently lack the means to compete with larger corporations in personnel, are particularly challenged by this talent deficit. They struggle to find and keep people with the digital competencies needed.

The swift advancement of electronics and the incorporation of digital technologies have resulted in a pressing demand for personnel who possess the ability to not only comprehend but also to develop new solutions.

Reskilling and upskilling have become crucial tactics in this regard for firms, especially SMEs, in order to close the talent gap.

Implementing reskilling and upskilling initiatives is essential for SMEs not just to maintain competitiveness but also to ensure their survival in the digital age. Big businesses frequently benefit from more established training programs and larger budgets, which enable them to consistently grow their talent pools. However, SMEs need to adopt a more strategic approach, concentrating on customized training plans that complement their unique company requirements and the quickly evolving technology environment.

SMEs can greatly benefit from government assistance and collaborations with academic institutions in creating these training initiatives or can also be supported by clusters in which they are involved to join forces with other companies facing the same problems. By working together, SMEs may acquire the knowledge and resources required to create re- and upskilling programs that will enable them to develop the talent required to prosper in the digital age.

Therefore, the high speed of digital transition is making the talent deficit in the electronics industry a huge challenge. Particularly SMEs are under strain as they struggle to hire and retain qualified personnel. These companies need to implement reskilling and upskilling as vital tactics to close the talent gap, stay competitive, and guarantee long-term viability.

3.1. Up-skilling

Upskilling aims to improve employee skills acquiring new complementary ones so they can carry out their tasks more successfully in the face of technology improvements. Electronics technicians, for instance, may choose to upskill in order to stay up to date on the newest developments in smart device or Internet of Things (IoT) technology. They will be able to remain ahead of market trends and make a bigger, more meaningful contribution to the innovation and expansion of the business.

Some kind of upskilling services (acquiring new skills or improving existing skills) can be:

- Trainings courses for new programming languages or tools for IT workers
- New transversal skill trainings and initiatives
- Obtention of certificates
- Adaptation to new markets (seminars+trainings+internationalization webinars)

3.2. Re-skilling

Reskilling is giving current employees whole new skill sets to enable them to move into different roles within the organization. An employee with experience in hardware assembly, for example, might be retrained to work in software integration or digital product creation. By using this strategy, businesses may fulfill the expectations of the changing market while optimizing the capabilities of their current personnel.

Kind of re-skilling services (acquiring entirely new skills or changing careers to adapt to a change in labour market demands or industry developments):

- Trainings on digital skills to workers coming from other non-technical sectors
- Emerging technology trainings
- Bootcamps for re-skilling

3.3. Clusters supporting up-skilling and res-killing

Clusters play a pivotal role in fostering collaboration, innovation, and competitiveness among their member companies. By bringing together businesses, academic institutions, and other stakeholders within a specific industry or region, clusters create an ecosystem where knowledge sharing and resource pooling are highly encouraged. As talent is becoming the concern of most of the technological industries, including the electronic one, this collaborative environment is particularly advantageous when it comes to addressing the pressing need for up-skilling and re-skilling within the workforce.

Some of the activities that clusters can help to address these challenges thanks to upskilling and reskilling initiatives are:

Facilitating Access to Training Resources

One of the primary ways clusters can support up-skilling and re-skilling initiatives is by facilitating access to training resources. Many SMEs often lack the financial and logistical capabilities to independently develop comprehensive training programs. Clusters can help bridge this gap by organizing joint training sessions, workshops, and certification programs tailored to the specific needs of the industry. By pooling resources, member companies can access high-quality training at a fraction of the cost if they would apply individually. Moreover, clusters can partner with educational institutions and professional trainers to design and deliver these programs, ensuring that they are aligned with the latest industry trends and technological advancements.

Encouraging Knowledge Sharing and Best Practices

Clusters provide a platform for knowledge sharing and the exchange of best practices among member companies. In the context of up-skilling and re-skilling, this means that businesses can learn from one another's experiences, successes, and challenges. For instance, a company that has successfully implemented a re-skilling program for transitioning its workforce from traditional manufacturing roles to digital-based roles can share its insights and methodologies with other members.

Leveraging Collaborative Innovation

Innovation is often a key driver of both up-skilling and re-skilling efforts, and clusters are uniquely positioned to foster such innovation. By encouraging collaboration among businesses, research institutions, and technology providers, clusters can drive the development of new tools,

technologies, and processes that necessitate workforce up-skilling or re-skilling. For example, a cluster focused on the electronics industry might spearhead projects related to the integration of artificial intelligence or IoT technologies into production processes. As these innovations take hold, the cluster can coordinate training programs to ensure that member companies' employees are equipped with the necessary skills to operate and optimize these new technologies.

Access to Funding and Support Programs

Clusters often have stronger bargaining power and greater visibility when it comes to accessing public funding and support programs. This can be particularly beneficial for SMEs that are part of a cluster. By leveraging this collective influence, clusters can secure grants, subsidies, or other financial assistance specifically targeted at workforce development initiatives. These funds can be used to subsidize the cost of up-skilling and re-skilling programs, making them more accessible to smaller companies within the cluster. Additionally, clusters can work with government agencies to align these programs with national or regional skills development strategies, ensuring that they address both current and future workforce needs.

Strengthening Industry Competitiveness

Ultimately, the goal of up-skilling and re-skilling is to enhance the competitiveness of companies by ensuring that their workforce is equipped with the skills needed to thrive in a rapidly changing market. Clusters, by fostering collaboration, resource sharing, and innovation, create an environment where member companies can collectively elevate their capabilities. This not only benefits individual businesses but also strengthens the competitiveness of the entire industry within the region. As companies within a cluster become more skilled and innovative, they can better compete on a global scale, attracting new business opportunities and driving economic growth.

4. Methodology

Silicon Eurocluster project is a group of 10 clusters which most of them organize their own clustering initiatives among partners to perform talent related initiatives, including up-skilling and re-skilling initiatives. In this case, GAIA has led the task related to create this portfolio of services that is present in this document.

4.1. Identification of initiatives

As mentioned, each partner organizes several actions in their daily activities related to talent fostering and some of them are focused on re-skilling and up-skilling of member companies workforce.

In order to identify those activities carried out by the individual partners and with the objectives of creating the portfolio of services, GAIA elaborated a form which was shared with all members and to know more about all the initiatives.

18 services were identified by the different partners. Below is the list of the services, but all the information can be found in the portfolio itself:

Cluster	Date	Service name	Small description
SCS	Up-skilling	Green transition / 2023	SMEs from digital and deeptech sectors
SCS	Up-skilling	Green transition cycle 2024	SMEs in digital and deeptech sectors
TICE.PT	Up-skilling	"TICE - Tendências, Desafios e Oportunidades"	SMEs in the ICT sector; SMEs that use ICT technology
TICE.PT	Up-skilling	Webinar "O Impacto Sócio Económico do 5G"	SMEs from all sectors
TICE.PT	Up-skilling	Workshop SHOP4CF (Smart Human Oriented Platform for Connected Factories)	Industrial SMEs and midcaps considering advance in the digitalization of their business/operational processes
SILICON SAXONY	Up-skilling	CALLIOPE	to children but with adults, who wants to be a mentor
MESAP	Up-skilling	Energy efficiency in production processes	SMEs/energy-intensive companies
MINALOGIC	Up-skilling	The insights of artificial intelligence	Minalogic members mainly but open to anybody who want to watch the webinars
MINALOGIC	Up-skilling	Tax news in brief	Minalogic members and anyone who wants to watch the webinar
MINALOGIC	Up-skilling	On the road to CES	Minalogic members who pay for a common booth at the CES in Las Vegas
MOBILE HEIGHTS	Up-skilling	10xHealth	Tech Startups in the tech health sector
MOBILE HEIGHTS	Up-skilling	Coskill	SMES in Skåne, Sweden
GAIA	Re-skilling	Cybersecurity courses for "vulnerable groups"	long-term unemployed, people over 45, women, people in a situation or at risk of exclusion and young people,
GAIA	Re-skilling	3R Empresa	first response to accompany people unemployed due to COVID with a special focus on people over 45 years old coming from ERES or ERTES.
GAIA	Up-skilling	TEKNILAN PLUS	unemployed people with high difficulties in finding employment
GAIA	Up-skilling;Re-skilling	LABORLAN	unemployed people with greater difficulties in finding employment, such as: women, the over 45s, the long-term unemployed and young people.
GAIA	Re-skilling	LANBERRI	citizens who, because of their personal, social or family situation, have particular

			difficulties in leading a dignified and fulfilling life, focusing on the group of people at risk of social exclusion due to long-term unemployment and on the promotion of citizens' labour competences
GAIA	Up-skilling	Up-skilling course for GAIA's member companies	Employees of GAIA members and ICT Sector

Table 1: List of up-skilling and re-skilling services offered by clusters

4.2. Content

To create this portfolio GAIA has created this form, and given some examples to partners with the objective of making the portfolio completed in a practical and visual way.

The relevant information asked has been:

- Project partners
- Kind of topics covered
 - o Upskilling
 - o Reskilling
 - o Service Name
 - o Target (who is the service for)
 - o Bigger description of the service
 - o When has been deployed within the lifecycle of the project
 - o Any additional information

Upskilling and reskilling for SMEs of SEA cluster members

The aim of this form is to develop a portfolio of services and training programs to be delivered to SMEs. Each cluster member used to include which actions related to talent have the clusters deployed for the re-skilling and up-skilling of members workforce and help to attract talents.

The services to be described needed to be deployed since 01-09-2022 (the start of the project).

Complete this form per each service that you deploy in the thematic:

1. Project partner *

- MINULOGIC
- GAIA
- HIGH TECH NL
- MESAP
- MOBILE HEIGHTS
- SCS
- SILICON ALPS
- SILICON SAVOY
- TECLIP
- ICT CLUSTER

2. Your email *

Describe as requests

3. Which kind of topic is covered?

Kind of upskilling services (acquiring new skills or improving existing skills in an area in which you are already working):

- > Trainings courses for new programming languages or tools for IT workers
- > New transversal skill trainings and initiatives
- > Obtaining of certificates
- > Adaptation to new markets (seminars+trainings+internationalization webinars)

Kind of re-skilling services (acquiring entirely new skills or changing careers to adapt to a change in labour market demands or industry developments):

- > Trainings on digital skills to workers coming from other non-technical sectors
- > Emerging technology trainings
- > Bootcamps for re-skilling *

Up-skilling

Re-skilling

4. Service Name *

Describe as requests

5. Target (Who is this service offered to)? *

Describe as requests

6. Description of the service *

Describe as requests

7. When has it been deployed? or will be? *

Describe as requests

8. Any other comment

Describe as requests

+ Agregar nuevo

Image 1: Survey form sent to the partners

4.3. Materials

Once all the replies were collected by GAIA with the response of all the clusters, the portfolio has been created with a design which differentiates up-skilling from re-skilling opportunities. Once the digital was designed, a free access tool was used to upload it to internet and make it accessible from the Silicon Europe Alliance project website.

The online published portfolio can be found here:

<https://flipbooklets.com/pdf/flipbooklets/upskilling-and-reskilling-portfolio-of-silicon-eurocluster>

5. Portfolio of up-skilling and re-skilling

In the next graphics the whole portfolio developed can be found:

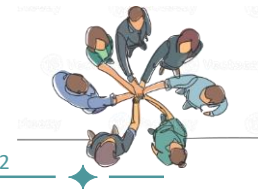


Portfolio of Services regarding re-skilling and up-skilling offered by clusters from Silicon Euroclusters to member SMEs

◆
In this portfolio you will find the different services regarding up-skilling and re-skilling offered by clusters to SMEs during the project Silicon Euroclusters
◆

Introduction

- This portfolio of services and training programmes for re-skilling and up-skilling has been made as part of the Silicon Eurocluster project.
- One of the challenges in which clusters are supporting SMEs is to close the existing GAP between the need of professionals and the current offer coming from the labor market.
- In this case, some of the activities in which clusters from Silicon Eurocluster are involved are related to **upskilling** and **reskilling** profiles that will support potential employees to acquire the needed skills to perform their Jobs.
- In this portfolio you will find those services offered by the Consortium partners during the lifecycle of the project



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Green Transition Webinars 2023



Type of Service Up-skilling

Target SMEs from digital and deeptech sectors

Description of the Service

Organisation of training & awareness rising webinars on related to green transition for SMEs operating in IT:

- January: "Fresque du numérique"
- March: Responsible digital label
- April: Eco-designed electronics
- June: Regional support
- September: Regenerative models
- October: B2B meetings
- November: impact funds
- December: Eco-designed software

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Green Transition Cycle 2024



Type of Service Up-skilling

Target SMEs in digital and deeptech sectors.

Description of the Service

SCS, in partnership with experts in green transition, proposes in 2024 a new cycle of 5 events (webinars / remote workshops) for training and awareness rising:

3 main objectives:

- Give the keys and means to better understand and initiate ecological transition
- Prepare for the current and future requirements of your partners , clients, financiers, investors on the subject of ecological transition and societal impact
- Allow you to promote your actions and commitments

Events:

- February: Impact funds
- April: Eco-design in IT development and Green Score label
- June: Digital recycling of IoT & cybersecurity
- September: Regional support for green transition
- November: Eco-design in electronics

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TICE - Tendências, Desafios e Oportunidades



Type of Service Up-skilling

Target

- SMEs in the ICT sector
- SMEs that use ICT technology

Description of the Service

Webinar with keynote speaker and round table with a few technological SMEs

- TeKprivacy
- StrongStep
- Neadvance
- Ubiwhere
- Wavecom
- DRT Advance

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Webinar “O Impacto Sócio Econômico do 5G”



Type of Service Up-skilling

Target SMEs from all sectors.

Description of the Service

Webinar focused on the impact of 5G in society and enterprises, with an intervention from Secretary of State for Digitalization and Administrative Modernization, and with a presentation from DG CONNECT, with the theme "Promoting and accelerating the impact of 5G: 5G Corridors and Communities".

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Workshop SHOP4CF (Smart Human Oriented Platform for Connected Factories)



Type of Service Up-skilling

Target Industrial SMEs and midcaps considering advance in the digitalization of their business/operational processes.

Description of the Service

Presentation I4.0 challenges, supporting technologies and industrial uses cases .

8



CALLIOPE



Type of Service Up-skilling

Target Children who want to be mentors (with adults).

Description of the Service

In cooperation with the LJBW e.V., Silicon Saxony tries to find coaches for courses in elementary schools, teaching first steps in programming with the help of "Calliope mini". The microcontroller, including teaching material, was developed in 2016 and is already available in many schools, but it often misses teachers who are able to work with it, esp. in elementary schools. However, it is a very helpful tool to collect first experiences with programming in a playful way. Learning materials and tools are available via an online platform. Our goal is to find enough coaches to offer a programming course in at least 100 elementary schools in Saxony.

Role of the Teacher/Trainee:

- Volunteer "Coaches" work with the kids, therewith supporting the teachers who often do not have much experience with this topic.

Challenges/ Tips for Realization:

- Search for people who can offer such a course continuously once a week and are released by their employer for the corresponding time slot -> at Silicon Saxony, we try to motivate different member companies via their management to implement this project and win team members; we also try to win more elementary schools to make use of this offer.

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Energy Efficiency in Production Processes



Type of Service Up-skilling

Target SMEs/energy-intensive companies.

Description of the Service

The course was delivered over 2 days:

- The first day of the course focused on examining the main aspects of energy efficiency in industry. After a brief introduction on global, European and Italian energy consumption, also broken down by end sector, the methodologies applicable to achieve primary energy saving targets in the industrial sector were discussed.
- The focus was on management approaches, such as energy audits according to ISO 50002, energy management systems according to ISO 50001, and SCADA (Supervisory Control And Data Acquisition) energy monitoring and control systems.
- On the second day of the course, the salient aspects of the current legislation concerning the obligation of Energy Diagnosis and Monitoring Plan were explained.

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The Insights of Artificial Intelligence



Type of Service Up-skilling

Target Minalogic members mainly but open to anybody who want to watch the webinars.

Description of the Service

It consists of a series of webinars to explain and decrypt the different AI technologies, applications, uses and all the issues linked to AI: ethics, acceptance, etc.

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Tax News in Brief



Type of Service Up-skilling

Target Minalogic members and anyone who wants to watch the webinar.

Description of the Service

A consultant company decrypts each year in a webinar the new taxation regulations in France for members.

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On the Road to CES



Type of Service Up-skilling

Target Minalogic members who pay for a common booth at the CES in Las Vegas .

Description of the Service

Webinars and face to face workshops from June to December each year to prepare the companies to the CES:

- Presentation of the US market
- Practical information and logistics on site
- Pitch preparation
- Customs regulations: what are you allowed to bring?
- Preparation to the press conference

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10xHealth



Type of Service Up-skilling

Target Tech Startups in the tech health sector.

Description of the Service

10xHealth is a new development program aimed at creating better conditions for growth in young companies focused on life science. The intensive one-year program is inspired by the 'Moonshot approach' by Astro Teller and comprises nine modules, with each module consisting of a full day of lectures and workshops at Medicin Village, in Lund followed by individually tailored follow-ups with participating companies. The modules are led by experts in their respective fields, with the support of Mobile Heights member Companies. Mobile Heights has organised a 1 module in the programme.

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CoSkill



Type of Service Up-skilling

Target SMES in Skåne, Sweden

Description of the Service

The Covid-19 pandemic has had repercussions in different industries and at different levels. Many companies have been forced to restructure to respond to the uncertain economic situation, with employment security at stake. The current pandemic is likely to speed up the digital transformation process. Therefore, to emerge stronger from this crisis, companies will need to quickly define the skills needed and reskill their employees.

CoSkill aims to strengthen the position of individuals in the labour market and support the private sector in Skåne and Blekinge, by helping companies to identify adequate skills required in this context and providing free skills development programs to their employees. The efforts will target a wide range of industries at different levels and has four focus areas: Innovation Management, Industry 4.0, Digital Presence, and Digital Excellence. Mobile Heights, in collaboration with Blue Science Park, leads Digital Excellence or so-called "Digital Spets", which has an explorative orientation and aims at knowledge-intensity industries.

GOAL

- The project aims to increase competitiveness in Skåne and Blekinge and to strengthen the position of individuals in the labour market during and after COVID-19 pandemic by helping small and medium-sized companies to identify the skills needed in the ongoing digital structural transformation and providing free skills development programs to their employees.

ACTIVITIES

- Identify the skills needed in small and medium-sized companies in Blekinge and Skåne to strengthen their employees' position in the labour market.
- Educate individuals in Blekinge and Skåne to help companies face the COVID-19 economic consequences.
- Support companies with the right methods and tools to define skills development strategies.

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TEKNILAN PLUS



Type of Service Up-skilling

Target Unemployed people with high difficulties in finding employment .

Description of the Service

The project has been launched in mid-March 2023 and two training specialities will be taught within two Certificates of Professionalism that will be endorsed and certified by Lanbide: Data Analytics and .NET Development. They will involve a theoretical-practical teaching load of 685 training hours in each of the itineraries, which will be completed with 25 hours of online training in transversal competences related to activation and labour guidance for the active and effective search for employment.

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Up-skilling Course for GAIA's Member Companies



Type of Service Up-skilling

Target Employees of GAIA members and ICT Sector.

Description of the Service

35 courses organized:

1. DATA ANALYTICS WITH EXCEL AND POWER BI	8. MACHINE LEARNING WITH PYTHON II	15. DIGITAL TRANSFORMATION: 3R PROGRAMME	22. BOOTCAMP - CAMARA DE COMERCIO + GAIA 2022-2023	29. TRAINING IN INTUNE
2. BUSINESS INTELLIGENCE WITH EXCEL POWER BI	9. DEEP LEARNING CON PYTHON	16. PYTHON INTERMEDIATE	23. Curso MS-100T00-A: Microsoft 365 Identity and Services	30. MICROSOFT AZURE ADMINISTRATOR: AZURE 104
3. POWER APPS + POWER AUTOMATE	10. Power BI (GAIA)	17. PYTHON ADVANCED	24. MICROSOFT AZURE ADMINISTRATOR: AZ 104	31. WINDOWS SERVER 2022
4. PYTHON BÁSICO PARA INICIACIÓN	11. BUSINESS INTELLIGENCE WITH EXCEL POWER BI	18. PYTHON BASIC	25. ITIL V4 BASICS	32. TEAMS AND SHAREPOINT
5. PYTHON INTERMEDIATE	12. "IFCD53 Desarrollo en Java con Framework Spring - GAIA + DEMA"	19. 0365 GENERICS	26. Formación en teams (ikei)	33. TEAMS AND SHAREPOINT
6. PYTHON ADVANCED	13. MICROSOFT AZURE ADMINISTRATOR: AZ 104	20. MACHINE LEARNING CON PYTHON I	27. 0365 TOOL GENERICS	34. MD-101: Managing Modern Desktops
7. MACHINE LEARNING WITH PYTHON I	14. BUSINESS INTELLIGENCE CON EXCEL POWER BI	21. AGILE METHODOLOGIES	28. NEW FEATURES OF SERVER	35. FORMACION EN HERRAMIENTAS DE 0365

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3R Empresa



Type of Service Re-skilling

Target First response to accompany people unemployed due to COVID with a special focus on people over 45 years old coming from ERES or ERTES.

Description of the Service

3R Empresa proposes a scheme of Reorientation-Requalification-Redesignation-Redesignation that has been maintained in these three editions, and through which both personal and group guidance is provided to participants, they are trained on the basis of pills that cover topics such as Digital Transformation, Cybersecurity, Artificial Intelligence, IoT, and they are accompanied by direct intermediation with GAIA's partner companies and collaborators, sending CVs and promoting job interviews based on the needs of our members.

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Cybersecurity Courses for "Vulnerable Groups"



Type of Service Re-skilling

Target

- Long-term unemployed
- People over 45
- Women
- People in a situation or at risk of exclusion
- Young people

Description of the Service

Promoting and managing different projects focused on personalised training itineraries based on the learning acquired in the constant collaboration with companies when training people through theoretical and practical content.

In this context, GAIA has proposed an action in the field of cybersecurity training that opens up new employment opportunities for unemployed people with qualified profiles that do not find a place in their professional sector.

The market demand is an opportunity for unemployed people with a minimum of IT skills to requalify themselves in a short period of time and orientate their job search in the Cybersecurity subsector with a high chance of success.

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LANBERRI



Type of Service Re-skilling

Target Citizens who, because of their personal, social or family situation, have particular difficulties in leading a dignified and fulfilling life, focusing on the group of people at risk of social exclusion due to long-term unemployment and on the promotion of citizens' labour competences.

Description of the Service

It consists of a JAVA course with 13 participants that involves:

- 510 hours of course
- 175 hours of internship



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LABORLAN



Type of Service • Up-skilling
• Re-skilling

Target Unemployed people with greater difficulties in finding employment, such as: women, the over 45s, the long-term unemployed and young people.

Description of the Service

Developing in both cases a training programme based on a 350h certificate of professionalism in .NET programming, job orientation, 175h of internships and job placement.



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Silicon Eurocluster project aims to achieve greater **European self-sufficiency**, with increased competitiveness and resilience in the **electronics value chain**, with specific attention to **SMEs**. The ultimate aim is to establish the strongest **European Joint Cluster Initiative** on innovative electronics (incl. IoT, micro and nanoelectronics, photonics, artificial intelligence, and embedded software).

<https://www.silicon-europe.eu/eurocluster/>



Image 23: Portfolio of up-skilling and re-skilling services

6. Publication of the portfolio

Companies may simply obtain information about the many training programs offered by Silicon Eurocluster through a catalog, which saves them time and effort by removing the need for them to independently look for training possibilities. The clusters on the other side, can greatly boost the awareness of their reskilling and upskilling services by producing this kind of catalogues. A catalog makes sure that all member companies are informed and able to take use of these opportunities, as many companies, especially SMEs, might not be completely aware of the resources at their disposal.

Companies can quickly identify the programs that are most relevant to their current and future workforce requirements by using an organized catalog that categorizes training services based on industry needs, skill levels, and specific technologies. This ensures that the training is both efficient and effective. Furthermore, by highlighting the capabilities and areas of expertise of each cluster within Silicon Eurocluster, a catalog might promote increased cooperation between clusters. This makes it possible for businesses to investigate training opportunities across clusters, resulting in a more varied and all-encompassing approach to skill development.

It also will also serve clusters as benchmarking tool to show which kind of services can be organized within each of the individual clusters giving these examples.

6.1. Catalogue

As mentioned before, this is a published online catalogue, and that can be found in the next link: <https://flipbooklets.com/pdf/flipbooklets/upskilling-and-reskilling-portfolio-of-silicon-eurocluster>. The software used for this, has been the flipbooklets



Image 24: Online catalogue screenshot

6.2. Website

The catalog of upskilling and reskilling services is included on the Silicon Eurocluster project website. This will ensure easy access for all member companies and stakeholders, providing a centralized and visible platform where they can explore the available training opportunities. By hosting the catalog on this website, the information will be conveniently located alongside other project resources, facilitating seamless integration and regular updates.

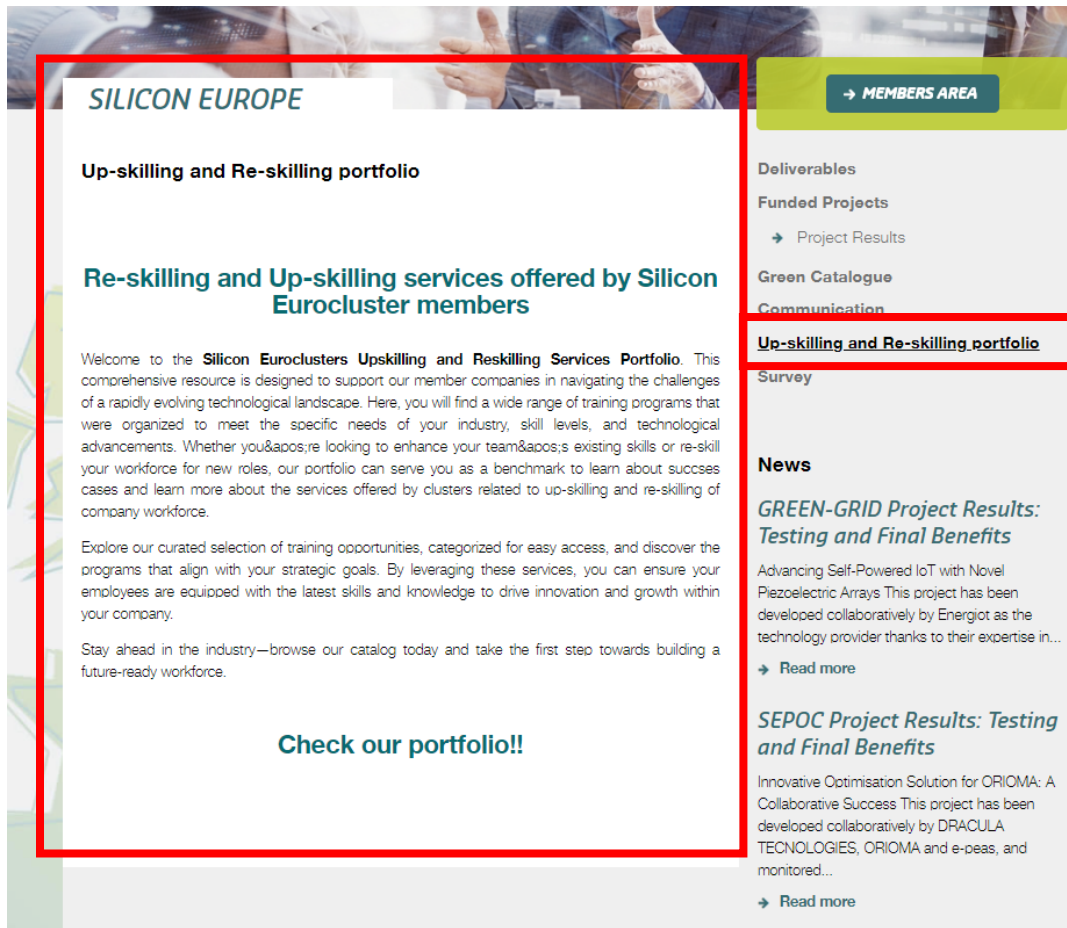


Image 25: Silicon Eurocluster website

6.3. Publication

In September, a brief communication campaign will be launched to promote the new catalog of upskilling and reskilling services available through Silicon Eurocluster. This campaign will include a press release that highlights the significance of the catalog and its role in supporting member companies with essential training resources. The goal of the campaign is to raise awareness about the catalog, ensuring that all stakeholders are informed and can take full advantage of the services offered. The press release, along with other communication efforts, will emphasize the benefits of these training programs in helping companies remain competitive in the rapidly evolving industry landscape.

7. Conclusions

The rapid pace of digital transformation has significantly impacted the electronics sector, leading to a substantial talent gap as the demand for skilled professionals in areas such as automation, digitization, and the development of new technologies far exceeds the supply. This talent deficit is particularly challenging for small and medium-sized enterprises (SMEs), which often lack the resources to compete with larger corporations in attracting and retaining employees with the necessary digital competencies. The swift advancements in electronics and the integration of digital technologies have created an urgent need for workers who not only understand these innovations but can also contribute to developing new solutions.

To address this talent gap, reskilling and upskilling have emerged as critical strategies, especially for SMEs. These initiatives are essential not only for maintaining competitiveness but also for ensuring the survival of these businesses in the digital age. Unlike large companies, which often have established training programs and larger budgets, SMEs need to take a more strategic approach, focusing on tailored training plans that align with their specific needs and the rapidly evolving technological landscape.

Recognizing the importance of these initiatives, the Silicon Eurocluster project has developed a comprehensive catalog of upskilling and reskilling services. This catalog, which is available on the Silicon Eurocluster project website, serves as a centralized resource where member companies can easily access information about various training programs. By hosting the catalog online, Silicon Eurocluster ensures that all stakeholders have easy access to these critical resources, alongside other project materials, facilitating seamless integration and regular updates.

The portfolio has been carefully curated to include a wide range of training opportunities, categorized by industry needs, skill levels, and specific technologies. This organization allows companies to quickly identify the programs that are most relevant to their current and future workforce requirements, ensuring that the training is both efficient and effective. Additionally, the catalog highlights the strengths and specializations of each cluster within Silicon Eurocluster, encouraging increased collaboration and the sharing of best practices among member companies.

To maximize the impact of this resource, a brief communication campaign will be launched in September, including a press release to promote the new catalog. This campaign aims to raise awareness about the available upskilling and reskilling services, ensuring that all member companies and stakeholders are informed and can take full advantage of the opportunities provided. The press release and other communication efforts will emphasize the benefits of these training programs in helping companies remain competitive in the rapidly evolving industry landscape.