It is time for Digital #Upskilling4All!

Final conference:
Pathways for the digital upskilling and inclusion of the European Telecoms' workforce

23-24 May 2022
Lisbon Marriott/ Zoom

etno

UNI global union europa

European Commission

Conference Conclusions

Key obstacles to upskilling:

- ✓ **Time and budget** identified as **major roadblocks** for upskilling
- ✓ **Majority** of companies are still in the **planning phase** regarding upskilling
- ✓ **Difficulty**: **long planning** time to cater to different needs
- ✓ **Workers' reps and trade unions need to be more involved** from the start/in the design - otherwise no motivation and support for initiatives

Conference Conclusions

Key message: ACT NOW!

✓ **Stakeholders, social partners and training providers need to engage** to address the lack of upskilling opportunities, especially for the older workforce (e.g. pact for skills)

✓ **Collaboration is key, involve social partners** to shift focus to the end users of training/workers throughout their career

✓ Important to **expand** from gender and ageing workforce **to other diversity groups** to provide upskilling initiatives

✓ **Using new tools** to **identify skills shortages** and match skills; provide continuous feedback

✓ **Identify obstacles** that hinder upskilling; **find measurements, exchange** and **implement good practice** to the specific **workplace context**

✓ **Budget and investment** into training is **key**; **training** is a **long-term investment** for both company and workers

It is time for Digital #Upskilling4All!

Social media: @ETNOAssociation
on Twitter and LinkedIn!