



Overcoming skill gaps in the ICT and Green Economy sectors

Chapter 0: Introduction



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TABLE OF CONTENTS

CHAPTER 0: INTRODUCTION..... 2

o.1 Project NeMESI 2

o.2 Aim of the eGuide 2

o.3 Main expected benefits for SMEs of using this eGuide.....3





CHAPTER 0: INTRODUCTION

The challenge of managing skills in the ICT and Green Economy sectors seems to have stuck European enterprises – particularly SMEs – to an endpoint.

The competency framework in these two sectors appears fragmented and destructured, leaving enterprises the full responsibility of analysing skill needs and overcoming gaps.

Moreover, SMEs often do not have the dimension neither a deputed department in charge of managing skills and personnel – the so-called “HR departments”. This is particularly true when referring to smaller enterprises.

This eGuide is conceived to provide SMEs a set of indications, in the shape of policy briefs, on how to manage skill gaps and perform an effective skills matching on the basis of good practices emerging from other experiences in Europe and beyond.

0.1 Project NeMESI

The NeMESI project is framed in the flagship initiative “An Agenda for New Skills and Jobs – Equipping people with the right skills for employment” and the Employment Package Communication “Towards a job-rich recovery”, promoting mutual learning and transferability of the most effective policies, good practices and innovative approaches to manage skills in the low-carbon, resource-efficient economy (“green economy”), the digital economy (ICT sector) and the health and social care sector (“white jobs”).

0.2 Aim of the eGuide

This guide aims at providing European SMEs with information, indications, policies, recommendations descending from a set of good practices developed worldwide – mainly in the European Union – in the field of managing skills and skill gaps in the ICT and Green Economy sector.

Specific objectives of this eGuide are:

- Presenting background information on the main issues related to the economic scenario in which European SMEs play;





- Provide information on the main challenges SMEs have to face in managing skills and skill gaps by mean of good practices and innovative solutions;
- Mark best experiences accompanying them by a number of practical examples, policies and recommendations.

0.3 Main expected benefits for SMEs of using this eGuide

It is expected that the use of this eGuide will help target SMEs, in the ICT and Green Economy sectors, exploit a wide range of information and recommendation to manage skill gaps, with particular concern to:

- Identification of skill gaps through effective collaboration and overcoming of organisational barriers and obstacles for partnership;
- Develop a forward-looking HR and skills development policy through cooperation;
- Succeed in facing structural challenges of competence development, such as the competition for qualified personnel.

