SUPPORTING
NEMESI
MUTUAL
EXCHANGE
INNOVATION

Overcoming skill gaps in the ICT and Green Economy sectors

Chapter 6: Conclusion

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The whole set of activities performed during the NeMESI project has provided an extensive outlook of the skill management activities performed within SMEs of the ICT and Green Economy sectors.

During the national EASW workshop it has been possible to find out the needs that SMEs in both sectors have, at a local level, regarding the issue of finding skilled resources; this has helped partners in finding suitable experience and good practices with the aim of overcoming skill gaps.

Furthermore, in the EU workshops, discussion on the good experiences discovered around the suggested topics has made possible to identify best practices to disseminate and share within the entrepreneurial tissues both at a local – mostly in the partners' countries – and European level.

Findings and discussion have also produced a set of recommendations for SMEs as well as for the institutional bodies that may be involved in implementing methodologies and tools for solving the skill gap management issues in the ICT and Green Economy sectors.

6.1 Recommendation for SMEs: a checklist for practical actions

Recommendations descending from best practices and discussions in the EU workshops have been resumed in the checklist drafted in the following page. The checklist may be used by project stakeholders and beneficiaries as a tool to better identify skill needs and perform activities to improve skills matching.

Main issue	Actions to be performed	Actual level of implementation				Applicability			
		Not Applicable	Poor	Average	High	Not Applicable	Poor	Average	High
Identify skill gaps in smes through effective collaboration between sectors in the ICT and the green economy. Overcoming organisational barriers and obstacles for partnership	Establishing discussion panels to create connections between SMEs, the learning community and other stakeholders								
	Enhancing lifelong learning system to make sure that both, employers and employees, know the training offer and can benefit from it								
	Improving raise awareness and dissemination among companies, especially SMEs, of all the mechanisms available to identify skills								
	Creating public-private alliances to foster new market niches that demand traditional and new skills								
	Encouraging essential skills like transversal skills, which are highly demanded by the majority of SMEs								
	Designing mechanisms to retain talent in order to avoid brain drain								
Role of different sector and organisations in identification of skills needs and skill matching. Developing a forward-looking HR and skills development policy through cooperation	Use sectoral councils to match sectors' demand for skills with training provision, anticipate future labour market and skill needs, and assess the quality and relevance of training programmes								
	Recognize each stakeholder's roles, rights and responsibilities in promoting a lifelong learning approach to meet sectors' skill needs								
	Embed sectoral approaches to skills development within long-term national growth strategies, thus linking (national) top-down and (sectoral) bottom-up training strategies								

Main issue	Actions to be performed	Actual level of implementation				Applicability			
		Not Applicable	Poor	Average	High	Not Applicable	Poor	Average	High
Addressing current and structural challenges of competence development, such as the competition for qualified personnel	Implementation of ICT and Green Economy Clusters for the regions								
	Raise of the attractivity by good socioeconomical conditions for young people (such as housing space, leisure activities)								
	Building of an information- and knowledge-management for the region.								
	Implementation of platforms of communication between administration, economy and educational institutions.								
	Developing activities to enable access to new virtual learning methods for apprentices and employees								
Unlocking financial and non financial means to improve skills needs identification and skills matching	Increasing Private – Public partnerships to find solutions to the lack of qualified workers								
	Promote and perform specialised training combined with traineeship to improve skills matching								
	Encourage dialogue and cooperation between universities and employers on the design of innovative curricular strategies and tools in university postgraduate programmes that respond to labour market needs								
	Include gender issues as an added value for those non financial means which tend to overcome the skills mismatch where women may be underrepresented								
	Widely spread communication and information about all initiatives addressing SMEs skill gaps management								
	SMEs proactively working in order to find and collect information about existing means to solve their skill shortage issues								

6.2 Final considerations

The NeMESI project has been carried out as a challenge.

Partners have been facing the actuality of a social and economic landscape in which labour market shows all of its contradictions:

- On one side, enterprises striving in finding skilled resources, entangled in the competition for qualified personnel, experiencing high turnover rates and loss of competitivity;

- On the other side, unemployed people struggling in finding a suitable job for their skills and competencies, wandering from a job agency to another, hindered in finding qualification or re-qualification training activities matching labour market needs.

At the end of the project, the challenge cannot be defined won; though, several examples of how the project main issues may be overwhelmed have been found.

The best practice database has been populated with several good examples of profitable manners of addressing the project mentioned issues.

Dissemination and transferability of results is granted by the lively activities of the NeMESI website, whose functionalities will be exploited until 2019.

The NeMESI project, thus, has been – and will continue to be – a concrete opportunity for those SMEs that will really apply in finding a tangible support to their efforts, as well as for institutions or other public and private bodies that will have the rule of promoting, fostering and implementing solutions to skill gaps and may endorse project results.