



Migration and TVET



Empleando Digital

Submitted by **Fundación Secretariado Gitano, Spain**

BILT Innovation and Learning Practice

Technology is significantly changing the labour market. New professions require new skills and competencies, and traditional jobs are changing to include digital elements. In this context, people lacking the awareness of those changes and without access to skills training are negatively impacted when it comes to searching for employment. For vulnerable populations, this is an acute problem. As a response to the skills mismatch encountered by migrants and vulnerable populations compared to what local industry requires, the Empleando Digital project addresses this imbalance by providing skills training and employment opportunities that contribute towards social and economic inclusion.

- Start date: 07/2017
End date: 10/2019
- Type of implementing institution:
Not for profit/NGO
- Target groups:
Vulnerable groups, such as the Roma community, women, unemployed people over 45, young people with low qualifications, migrants, refugees and asylum seekers.

Fundación Secretariado Gitano and Red Cross Spain

Fundación Secretariado Gitano (FSG) and Red Cross Spain (CRE) are both recognized entities of the Third Sector in Spain that, for the last 19 years, have been developing successful employment programmes within the framework of European Union Structural Funds aimed at those vulnerable groups that face more difficulties accessing the labour market.

Description of activities

Empleando Digital was a pilot project developed by Fundación Secretariado Gitano (FSG) and the Spanish Red Cross, in close collaboration with the Accenture Foundation. The project is co-financed by the Accenture Foundation and the European Social Fund.

Empleando Digital provided Information and Communication Technology (ICT) skills and competencies training to vulnerable and marginalized people to increase their likelihood of employment. Launched in 2017, the project objective was to update, improve, and innovate the processes and methodologies of FSG's employment programmes in order to successfully support people in a labour market that is being transformed by new technologies.

To achieve this, Empleando Digital focused on two things:

- training employment teams and updating teaching methodologies and processes; and
- enhancing the digital knowledge and skills of the people at risk of exclusion that take part in the employment programmes.

Training the employment teams included workshops reflecting on current digital culture, allowing analysis on how to transform training methodologies. Additional workshops provided training on new tools, skills and digital knowledge. For the second line of action, three types of courses were delivered: digital skills courses; courses in occupations that have been digitally transformed; and, courses in the technology sector.

Together with Accenture Foundation, Empleando Digital designed an ambitious training programme on software development that combines 480 hours of theory with 150 hours of applied training provided via participation in different Accenture projects.

Added value

What current challenges does your initiative address?

Technology is significantly transforming the labour market. There are new emerging jobs with a strong digital component and traditional, low-qualified positions increasingly require technological skills and proficiencies. Additionally, companies utilize digital channels and tools to find and attract talent. In this context, Empleando Digital addresses the challenge of providing skills training to vulnerable people in the increasingly digitalized labour market, including the digital and technology sectors.

Why is this initiative a success?

Empleando Digital was deployed across 12 regions in Spain with over 300 professionals from 26 employment teams directly involved in the project. A key element addressed internal change and digital competences of the staff of social organizations, before addressing the change in intervention with participants. The collaboration between social entities and technological companies is vital to develop ambitious projects involving different sectors. Technical knowledge and the abilities are very important, but they must be accompanied by the development of soft skills. As a result of the project, 9826 people have improved their digital knowledge and skills, with over half of those being female. Please see the [project website](#) for a full breakdown of the results.

In 2019 the project [was recognized](#) by a Vocational Education and Training Excellence Award given by the European Commission.

What is the added value of this example?

The project works through personalized pathways, in which the participants train basic skills necessary for many kinds of jobs, and the skills and knowledge needed in specific jobs. One of the aims of the programme was to increase the participation of women in these opportunities related to the technological sector.

Impact on curricula

What implications does this example have for current or future curricula?

The type of training developed in Empleando Digital is not part of the national formal curricula, but are additional courses designed in close collaboration with companies that are intended to maximize the chances of the participants to gain employment.

How does this example impact TVET systems?

Empleando Digital was initially conceived as a pilot experience for several locations but was expanded across Spain due to the reach of the partner organizations. Eventually, the project was scaled-up to include training opportunities in over 60 Spanish cities. This has meant a primarily local impact was scaled up for the participating communities.

How does this example respond to industry and social demands?

The project responds to the changes that technology makes to traditional jobs and to specific IT needs in private technology companies. Training programmes were designed based on the analysis, in cooperation with private companies, of low-qualified job profiles that involve changes due to technology. Besides, Empleando Digital addresses specific needs of some private companies requiring JavaScript/Java, which traditionally is carried out by persons with a university qualification, but whose actual performance on the job does not require such a high-level training. Instead, specific training on JavaScript/Java where trainees acquire necessary skills while working has proved to be a good option for companies and for low-qualified job seekers.

Transferability

Which components of this practice may have practical value to other UNEVOC Centres/TVET institutions?

Although the target group of the project are vulnerable populations, it also demonstrates added value for training other marginalized groups with similar characteristics. In this sense, TVET training institutions could adapt this methodology for other social groups or territories.

What challenges do you see if transferred to another context?

One of the challenges was training for the staff in participating social organizations. Generally, they are highly experienced professionals but may also lack of digital knowledge. Investment in training and upskilling of these professionals is the first challenge to be addressed. Another challenge is the possibility of investing in digital equipment and services.

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Fundación Secretariado Gitano (FSG) and the Spanish Red Cross (CRE), in close collaboration with Accenture Foundation
- For more information about this practice:
<https://www.gitanos.org>
<https://www2.cruzroja.es>

Part of the BILT project involves collecting Innovation and Learning Practices* that address systemic challenges within the five work streams of the project, with the purpose to understand what elements lead to their success and can be transferrable to other contexts.

Access more BILT Innovation and Learning practices in the thematic areas of:



*UNESCO-UNEVOC does not endorse any of the practices included in this database and is not responsible for their management or implementation.



The Bridging Innovation and Learning in TVET (BILT) project provides TVET stakeholders with a platform for exchange and supports them to address current challenges in TVET systems, which arise due to technological, social, environmental, and workplace changes.

Within BILT, the overarching thematic area is New Qualifications and Competencies in TVET, which is supported by four work streams:

- Digitalization and TVET,
- Greening TVET,
- Entrepreneurship in TVET, and
- Migration and TVET.

Through regular knowledge exchange, thematic project activities, and expert working groups, BILT offers opportunities for collaboration between UNEVOC Centres and TVET stakeholders in Europe, and a platform for bridging of innovation and learning between European UNEVOC Centers and TVET stakeholders in the Asia-Pacific and Africa regions.

The results of ongoing activities are accessible on BILT's web page and will be disseminated during a BILT Learning Forum.

The BILT project is carried out in collaboration with UNEVOC Network members, coordinated by UNESCO-UNEVOC with support of the German Federal Institute for Vocational Education and Training (BIBB), and sponsored by the German Federal Ministry of Education and Research (BMBF).

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