eSKILLS
FOR JOBS 2015

June 2015

eSkills Malta Foundation

Digital Transformation

@eskills4jobsMT

/eskills4jobsMT

http://eskills.org.mt

Grand Coalition for Digital Jobs

European Commission

Contents

Digital Transformation

Digital technologies provide industry with the ability to reduce time, cost and distance out of an activity or process, this potential for efficiency still yields dividends in ICT transformations today. Equally importantly Digital Transformation is enabling new markets, changing the sourcing of talent, ideas and other input resources.

These considerations are reflected in the underlying rationale for a Digital Single Market. On the 6th May the European Commission published their plans to boost the European Digital Single Market. The plan outlines specific actions grouped into three pillars; better access to digital goods and services, encouraging digital networks and services, and maximising the growth potential of the Digital Economy. These actions are expected to generate as much as €250 billion of growth in Europe over the next seven years.

The Action Plan for implementing the Digital Single Market recognises the importance of digitally skilled employees. The European Commission notes that change is needed in the way education and training systems adapt to the digital revolution. The Commission proposes to support Member States in the adaptation of their curricula to address the lack of essential digital skills. The Commission will also play its role in enhancing the recognition of digital skills and qualifications and increasing the level of ICT professionalism in Europe.

Studies from leading International analysts reinforce the economic imperative of Digital Transformation. In 2014 Mckinsey & Company quantified the potential economic impact of digital transformation in France. The report highlights that by 2020 an additional €100 billion a year could be added to the French GDP if France accelerates its pace of digital adoption to reflect that of top performing economies.

In March 2015, Accenture Strategy and Oxford Economics released a joint study that looks at a range of indicators to create a Digital Density Index. The model enables the identification of areas of improvement, how these areas impact productivity and feed through to trend growth in GDP. It is no surprise that human capital features significantly in this analysis.

Malta has the core human capital potential to take on digital transformational growth. Our National policy framework for digital entrepreneurship is recognised as being amongst the best in Europe. Our focus on skills development needs to cater for the eSkills necessary for the competitiveness of our industry and Malta's attractiveness as a digitally enabled and vibrant knowledge-based society.
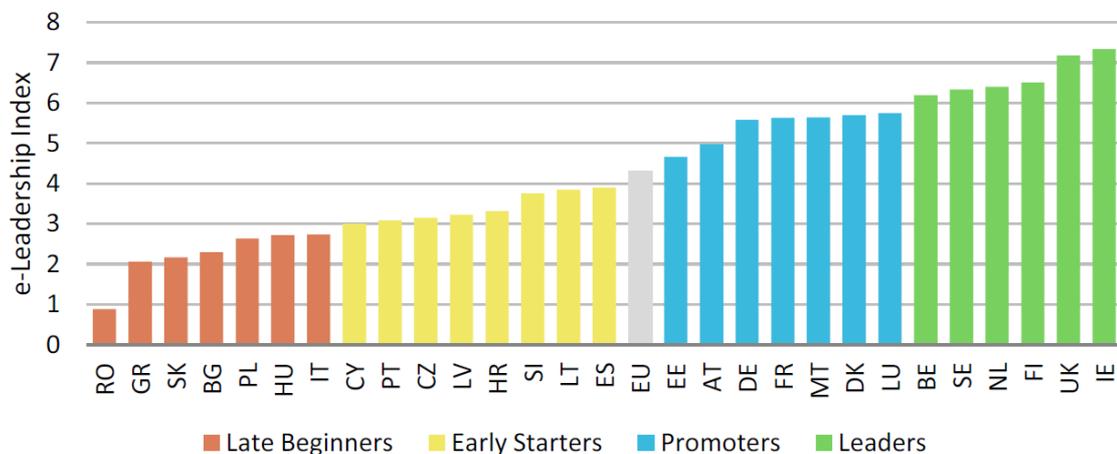
eLeadership – Are we getting it right?

The digital transformation imperative is evident in the demand for ICT leadership skills across European Industry. ICT leadership, or eLeadership, is distinguished by the goal that needs to be accomplished and by the resources a leader must coordinate and align. eLeaders must be both business-savvy and ICT savvy, capable of leading ICT and business professionals across organisational boundaries.

eLeaders are people capable of driving successful innovation and capitalising on advances in ICT. e-Leadership competences include the skills that enable an individual to initiate and guide ICT-related innovation at all levels of enterprise, exploiting digital trends to innovate business and operating models for start-ups to the largest of corporations.

e-Leadership Competence Areas

A study on eLeadership skills for SMEs, published in March 2015 (http://leadership2015.eu/), provides detailed insight into the development the required skills and competences.   This study includes an eLeadership scoreboard, developed to allow comparisons across EU Member States. The scoreboard offers an approach to monitoring and assessing issues related to e-leadership skills development such as education offerings, workforce potential, exploitation opportunities, and enabling policies or other driving mechanisms. Malta was recognised as having strong policy and stakeholder initiatives on Skills for Digital Entrepreneurship, which contributed to a positive 9th place in the European Scoreboard.

e-Leadership Index Member State Results – http://leadership2015.eu
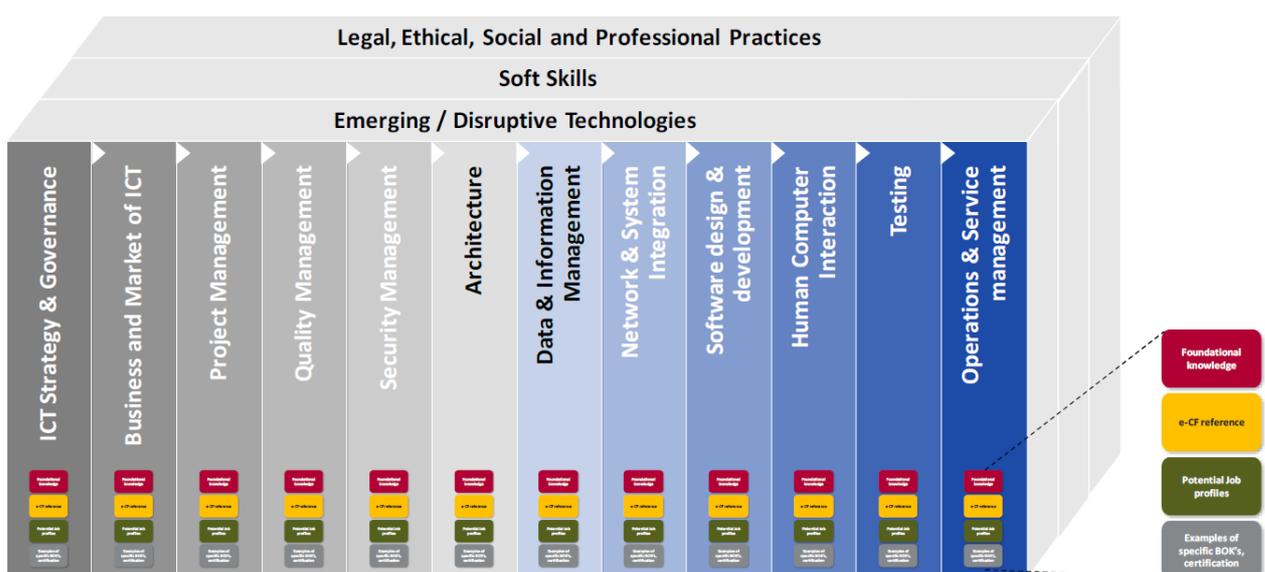
A Foundational BOK for ICT Professionals

The technologies which will shape our future will undoubtedly be interwoven, indeed possibly fully driven by ICT. Today's strong demand for Software Engineers, Information Security Specialists, Enterprise Architects and other specialised disciplines reflect the growing professionalism expected from ICT.

Working towards a professional standing requires:

- A comprehensive and up-to-date understanding of a relevant body of knowledge.
- An on-going commitment to professional development via an appropriate combination of qualifications, certifications, work experience, non-formal and/or informal education.
- Adherence to an agreed code of ethics/conduct and/or applicable regulatory practices and,
- Competent practice in delivering value for stakeholders.

Bodies of Knowledge	Professional Ethics
Education and Training	Competences

As part of the European Union's e-skills strategy, the European Commission has promoted the development of a European Foundational ICT Body of knowledge (BOK). It defines the foundational knowledge required of all ICT professionals, and recognises that experienced professionals then use separate domain specific bodies of knowledge as their careers advance.

Structure of the European Foundational ICT Body of Knowledge – www.ictbok.eu

Microsoft Malta Innovation Centre – Skyparks

Microsoft Innovation Centres are local hubs that provide resources and support for students and entrepreneurs, helping to accelerate the creation of new companies, jobs, and growth. Launched in February 2013 at the Skyparks Complex in Luqa, the Microsoft Malta Innovation Centre (MIC) provides cutting edge support for ICT start-ups.

MICs generally have a particular National context. The Malta MIC is focused on the opportunities of Cloud Computing, offering programmes and guidance to maximise the benefit of Microsoft's sophisticated cloud technologies. The Malta MIC targets three priority areas:

1. Skills Development to ensure that local practitioners can make the best use the most advanced Microsoft Technology. Intense 'bootcamp' training by key Microsoft Experts.
2. Promoting Entrepreneurship, with technology access schemes and partnership with local expertise.
3. Supporting and nurturing a community of local and international practice.

The overall goal is to help start-ups scale their business, bring innovative services to market, and reach new customers. This is mainly achieved through mentor-driven programs and partnerships designed to help entrepreneurs get through the challenges of building a sustainable business, gaining customers, and scaling to global markets.
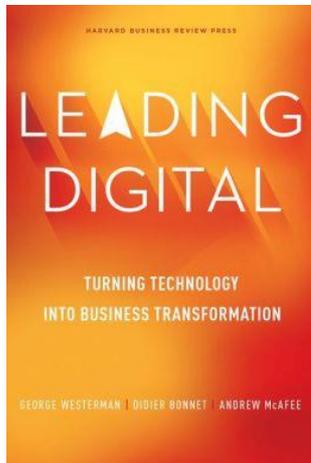
MICs facilitate access to Microsoft's Biz-spark programme that provides a platform based on Microsoft Azure services and development tools. More than 60 Maltese start-ups have been supported through this programme.

Edward Portelli - MIC's business development manager stressed the focus on entrepreneurship by stating that "MIC Malta focuses on reducing the barriers to entry for ICT entrepreneurs and bridging the gap between academia and industry through technical training and business support."

The MIC success has been followed by other complementary initiatives, including the University of Malta Take-Off Business Incubator and the MITA Innovation Hub. Collaborative initiatives between these institutions allow different facilitation schemes to complement each other. The MIC input to optimising technology solutions for start-ups can reduce capital requirements and operational costs by encouraging best practice for demand driven cloud computing.

You can follow MIC Malta on https://www.microsoftventures.com/locations/mic/malta or the social media content on http://www.facebook.com/micMalta or to see the range of activities held at MIC.

Publication Review

Leading Digital: Turning Technology into Business Transformation, George Westerman, Didier Bonnet, Andrew McAfee, Harvard Business Review Press, Boston, 2014, 289 pages.

Leading Digital is based on the assertion that technology driven transformation is the big story in business today. The tech industry is at the forefront of this change but there is scope for digital transformation across all of the business economy.

The authors are a trio of highly regarded thought leaders from MIT and Capgemini. They have lead research on digital transformation for many years.

The book is structured to provide a step by step guide to achieving digital transformation. Each chapter is followed by a short self assessment checklist, with answers benchmarked against results from the authors' extensive body of research.

The authors link high performing digital transformation to *Digital Masters*, leaders who keep making digital technologies work for them, even though the technologies themselves keep changing. Digital Masters excel in the *what* of technology and the *how* of leading change.

The authors outline a Digital Transformation Compass, and discuss the steps their research has found Digital Masters have taken in the road to successful Digital Transformation.

This book offers specific insight on various issues that Digital Masters will have to tackle. These insights are backed by actual industry examples. The result is a must read for anyone involved in Digital Transformation.

MINISTRY FOR EDUCATION AND EMPLOYMENT

MALTAENTERPRISE

mga MALTA GAMING AUTHORITY

THE MALTA CHAMBER OF COMMERCE, ENTERPRISE AND INDUSTRY

mca MALTA COMMUNICATIONS AUTHORITY

mita MALTA INFORMATION TECHNOLOGY AGENCY

The eSkills Malta Foundation is a multi-stakeholder partnership set up in 2014.

We are committed to focus on the ICT skills that are fundamental for Malta to develop a resilient ecosystem of institutional and human capital to sustain a Digital Economy.

The Foundation works with partners to implement the underpinning policies, taxonomies, resource demand and supply monitors, supporting standards and incentives that Government requires to nurture the ICT Skills for a leading Information Society and Digital Economy.