Ministerul Investițiilor și Proiectelor Europene

OIR PECU
Regiunea Bucuresti Ilfov

40Ready
Interreg Europe

MONITORING REPORT

2023

Welcome to the world of 40Ready!

On behalf of the project team,
Regional Intermediate Body for
European Human Capital Programs,
Bucharest Region Ilfov,
I wish you a pleasant and useful
reading

About
40 Ready Project

About the project

€

1,430,341.00

1 August 2019 - 31 July 2023

MAIN OBJECTIVE

Preparing SMEs for Industrial Revolution 4.0

THE INTERNATIONAL TEAM

- 8 partners, 7 countries
- Italy, Spain, Belgium, Poland, Finland, Lithuania, Romania

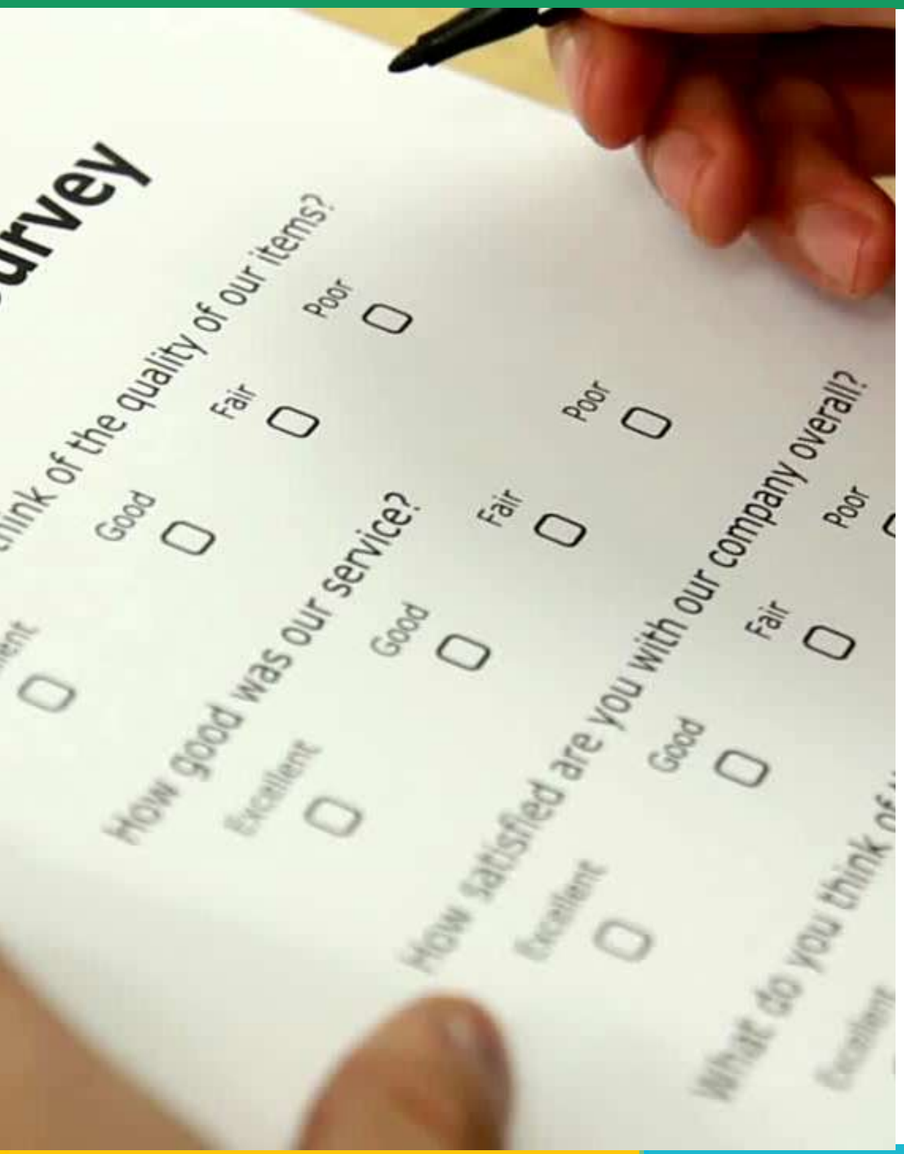
SECONDARY OBJECTIVES

- Adapting to the challenges that the Industrial Revolution 4.0 brings for entrepreneurs, managers, SME employees.
- Improving public policy instruments that support SMEs in their technological, organizational and cultural transformation

2 Questionnaires

Purpose: Implementation monitoring

- Taking place in March 2023
- The analysis of the results was carried out by:
- Individual work;
- Group discussions conducted by project team members and the external contractor;



1

BENEFICIARIES

- **Questionnaire 3.12 (For Beneficiaries)**
- Questionnaire for approved projects Call code: POCU/860/3/12/ Component 1: Digital skills for SME employees
- 43 respondents (>50% of all approved projects)

2

TARGET AUDIENCE

- **Questionnaire 3.12 (For target group SME employees)**
- The questionnaire is addressed to SMES employees who have actually participated at trainings for digital skills development
- 370 respondents

Executive summary

Executive Summary (1)

- The call (Digital skills for SME employees AP 3/ PI 10.iii/ OS 3.12) was launched in response to the need to develop the digital skills of employees in SMEs and addressed both employees and SMEs as an entity to clarify and understand the need for adapting to this era of digital transformation in which we live.
- Thus, the Beneficiaries of the grants aimed to select a certain number of SMEs established in the application form, SMEs in urgent need of digital transformation and to deliver digital skills training courses for the target groups - the employees of these SMEs hate.
- To clarify the funded digital skills, OIRBI has added the evaluation criterion that describes the Technology areas specific to Industry 4.0: Bitcoin, Robots and Automated Machines, 3D Printing, Blockchain, Artificial Intelligence, Big Data and Data Analytics, Mobile Services, Cloud Technologies, The Internet Things, Cyber Security Solutions, Social Media.
- These technology areas were proposed with the perspective of the DigComp 2.0 competence framework in mind: Problem Solving, Safety, Communication and Collaboration, Digital Content Creation, Information and Data Culture.
- The call was a success and the total budget of the call was increased due to its popularity, being able to finance 72 projects, with a minimum of 2,907 SMEs supported and a minimum of 25,026 employees who will participate in the training until the end of the projects.
- In terms of approved projects, the most popular digital skills among beneficiaries are related to:
- Digital communication (social media, information and data culture, digital content creation, communication and collaboration),
- Practical Use of Digitization (Internet of Things)
- Digital Protection / Storage (Cloud Technologies, Cybersecurity Solutions)
- The digital skills training courses were chosen from the following top 3 fields, viewed in parallel from two categories: technological fields specific to Industry 4.0 (Social Media, Internet of Things, Cyber Security Solutions) and the DigComp 2.0 skills framework (Information and Data Culture , Digital content creation, Communication and collaboration.
- It is important to note that all projects are in the implementation phase and the surveys were designed to have an overview of the importance and impact of this type of grants.
- The interest in the development of digital skills is recognized at the national level, because all 8 administrative regions of Romania were interested in this call for proposals, and the most important beneficiaries are key economic players at the local and national level, such as: Business Associations, Organizations employers, Chambers of Commerce and Industry.

Executive Summary (2)

- The fields in which the SMEs selected by the Beneficiaries are active are varied; Of these, most are from Tourism, Information Technology and Telecommunications as well as Food and Beverage Processing.
- Regarding the target group of employees, most respondents have more than 6 years of experience at their current job, work in various departments, are employed with a full-time employment contract; among them are also included employees from the elderly (55-64 years) and women categories.
- The main Project Measurement Indicators are in positive evolution, taking into account the fact that most of them are still in the stage of implementation, running of the courses.
- Of the total number of beneficiaries, there are already respondents who have exceeded the minimum target of 250 people benefiting from training courses and others who have exceeded the minimum target of 25 SMEs supported by the projects.
- The respondents also intend to increase the target group in general, and in particular that of elderly employees (55-64 years) and that of women.
- For the implementation of digital skills courses to be effective, the respondents of the Beneficiaries and the Target Public confirmed how important it is to be based on an analysis of development needs, carried out before the choice of courses and providers; Also, to establish the digitization needs of SMEs, a preliminary analysis was done to ensure the effectiveness of the interventions/solutions.
- The unanimous conclusion was that the most recommended method of analysis is the one performed by an expert.
- According to the applicant guide, projects have enrolled a percentage of employees, including IT, in advanced digital skills training programs.
- The vast majority of learners attended 1 digital skills development course.
- Some examples of trainings:
- Digital skills, Trade-specific digital skills, ERP, HRM, contact center and workforce management applications.
- Information Technology in Social Media and Digital Services, Digital Marketing, Mobile Applications.
- IT/cyber security,
- Java, CC+, Python programming courses, Web page design, Cloud computing, Back-end and front-end web developer training course, Software Tester.
- Business analysis, IT project management.
- Introduction to Blockchain technology, Basic training on Industry 4.0 and digital technologies (3D printing, VR/AR), Introduction to Big data analysis, Introduction to the use of BIM methodology and software to manage the design, execution and administration of buildings.

Executive Summary (3)

- Respondents appreciate a wide range of benefits that digital skills development can bring to the target group and SMEs.
- Among them, the most are Lifelong Vocational Training, ICT Vocational Training, Easier adaptation to the current context of the labor market, More efficient performance of work tasks, More efficient collaboration between employees, Faster response to customers, Digital promotion of of the company, Improvement of work organization, Improvement of work processes/flows.
- Most of the participating SMEs are satisfied with the way in which the employees transfer the learned digital skills in their daily work;
- Also, the representatives of the Target Group also confirm that they are very satisfied with what they learned in these courses and that this knowledge is very useful to them in their daily work; I also consider other personal gains of which the highest rated are: Improvements in processes/workflows, Completing work tasks faster, Professional development.
- Derived from the above, there are various reasons why participants recommend their colleagues to enroll in this type of courses; For them to be in step with technology and the large volume of information available, to develop professionally and personally, to make their work easier, to optimize working time, to be more efficient, to change the way of analysis of problems, to adapt better to the age of technology in which we live.
- The most significant suggestions for improvement for future programs with the specific 3.12 Digital competences for employees in SMEs refer to: Running the courses to be online, Granting subsidies for the learners, The possibility to store the information related to the Target Group only on the cloud, Updating occupational standards with labor market requirements, Simplification of work procedures,
- Last but not least, we were interested in the impact that the change in public policy had on the professional evolution of the target groups: We realized that the satisfaction of the participants is encouraging for any other future interventions to support digitization/learning, the practice of digital skills, as elements vital to the new technological era.

Conclusions

Conclusions (1)

Data on respondents (Beneficiaries)

- The responding beneficiaries come from 3 types of organizations: Business Associations, Employers' Organizations and Chambers of Commerce and Industry; most (53%) are Chambers of Commerce and Industry.
- Those who responded on behalf of the Beneficiaries are primarily Project Managers (77%), but also Experts (e.g. implementation; development of methodologies and procedures; coordination of training; coordination of partners; IT; MKT; e-learning, etc.).
- The geographical location of the projects covers all 8 administrative regions of Romania, most projects being from the South-Muntenia and West regions (44%), South-East, North-West, Center (42%).
- Most of the respondents are in advanced stages of implementation, more precisely they are already running the courses (47%),
- The fields in which the SMEs selected by the Beneficiaries operate are varied: Energy and environmental management, Bioeconomy, Biopharmaceuticals and biotechnologies, Wood and furniture, Manufacturing of construction materials, Health and pharmaceutical products, Professional, scientific and technical activities, Distribution, Construction , Textiles and Leather, Creative Industries, Food and Beverage Processing, Information Technology and Telecommunications, Tourism and Ecotourism; Of these, (21%) are from Tourism and (14%) from Information Technology and Telecommunications as well as Food and Beverage Processing.

Respondent Data (Target Audience)

- As in the case of the Beneficiary respondents, there is the same wide variety of domains from which the Target Audience respondents come; Some differences arise from the fact that the majority come from the following fields: (14%) from Information Technology and Telecommunications, as well as from Construction, and (13%) from Distribution.
- The majority of respondents have more than 6 years of experience at their current job (48%), work in various departments (IT, Human Resources, Customers, Technical, Administrative, Financial, Production, Management, Sales), are employed with a contract of work and full-time (92%), (8%) are Older Employees (55-64), and (66%) are women.

Conclusions (2)

Indicators

- For all 4 major indicators, the situation is similar, correlated with the fact that most projects are still in the stage of implementation, running of courses. So,
- There are already 14% of respondents who have exceeded the minimum target of 250 people (For indicator 4.S.36 (Employees benefiting from training programs)
- There are already 21% of respondents who have exceeded the minimum target of 80% of total persons (For indicator 4.S.34 (Persons acquiring a qualification) correlated with 4.S.36 (Employees benefiting from training programs)
- There are already 19% of respondents who have exceeded the minimum target of 25 SMEs supported through this project (For indicator 4.S.17 (Supported enterprises, of which: SMEs)
- There are already 21% of respondents who have exceeded the minimum target of 3 supported SMEs (For indicator 4.S.35 (Enterprises introducing workplace learning programs 6 months after the end of support, of which: SMEs) correlated with 4.S.17 (Supported enterprises, of which: SMEs)

Increase Target Group

- Respondents showed a cautious approach regarding the intention to increase the Target Group; However, 19% stated that they have this intention, more precisely they want to increase the number of elderly Employees (55-64 years) by 5% and that of Women by 19%.

Conclusions (3)

BENEFITS

- Respondents from the Beneficiaries category value a wide range of benefits that the development of digital skills can bring to the target group (a.), but also to SMEs (b.); Among them we mention:
- a. Increasing the degree of social inclusion, Flexible schedule, Work/distance learning, Easier professional insertion, Salary benefits/promotion, Lifelong vocational training (74%), ICT vocational training (88%), Adaptation more easy in the current context of the labor market (88%)
- b. Acquiring mechanisms that assess individual/employer level development needs, Reducing costs, Creating a culture of continuous, lifelong learning, Automating repetitive activities, Increasing sales by adding on-line space, Making performance tasks more efficient service, Efficiency of collaboration between employees (74%), Faster response to customers, Digital promotion of the company, Improvement of work organization (77%), Improvement of processes/workflows (79%).

Methods of identification/analysis Target Group Growth

- For the implementation of digital skills courses to be effective, Beneficiary and Target Audience respondents confirmed how important it was to rely on a development needs analysis, carried out before choosing courses and providers, so as to ensure adaptation courses to the specific needs of the students; These were done through 3 methods: Online questionnaire, Discussion with an internal Human Resources representative, Interview with an expert (74%)
- The target audience confirms in proportion (65%) that they benefited from this analysis which was done through an interview with an expert (45%).
- Also, to establish the digitization needs of SMEs, a preliminary analysis was also done to ensure the effectiveness of the interventions/solutions; These were also done through 3 methods: Digital audit, Online questionnaire, Interview with an expert (86%)
- Last but not least, even the selection of the SMEs included in the project was also made on the basis of an analysis whose data was collected through the Direct Application after participating in project communication events, Social Media, Networking partners, Actions undertaken by experts (39%).
- The unanimous conclusion is that the most recommended method of analysis is the one done by an expert.

Conclusions (4)

courses

- The good collaboration and previous knowledge of the partners in the project is highlighted by the fact that the suppliers chosen for the courses are already partners in the project (72%) and were co-opted from the beginning, precisely to ensure the quality of the project implementation.
- Special attention was paid to two special categories of learners:
- Those enrolled in advanced digital skills training programs; The minimum target = 50% of the total number of learners was exceeded by 21% of the respondents.
- Those enrolled in digital skills training programs dedicated to IT specialists; The minimum target= 10% of the total number of learners was exceeded by 12% of the respondents.
- The vast majority of learners participated in 1 digital skills development course (91%), but there is a percentage of 8% who had the opportunity to enroll in 2,3,4,5 courses.
- The areas of digital competences to be developed were pursued, in parallel, from two perspectives: the DigComp 2.0 Competence Framework (Problem Solving, Safety, Communication and Collaboration, Digital Content Creation, Information and Data Culture) and Industry Specific Technological Areas 4.0 (Bitcoin, Robots and Automated Machines, 3D Printing, Blockchain, Artificial Intelligence, Big Data and Data Analytics, Mobile Services, Cloud Technologies, Internet of Things, Cyber Security Solutions, Social Media);
- The top 3 digital skills areas developed through these courses (v DigComp 2.0 Competency Framework) are: Information and data culture (84%), Digital content creation (81%), Communication and collaboration (74%).
- The top 3 technological areas specific to Industry 4.0 developed through these courses are: Social Media 79%, Internet of Things, Cyber Security Solutions (53%)

Conclusions (5)

courses

- The representatives of the Target Group confirm that they learn/have learned in courses subjects from the following areas of digital skills:
- According to the DigComp 2.0 Competency Framework: Information and Data Culture (25%), Digital Content Creation (23%), Communication and Collaboration (19%).
- According to the technological areas specific to Industry 4.0: Social Media (21%), Cloud Technologies (20%), Internet of Things (18%).
- As a conclusion, the interest is clear in digital communication (Social Media, Information and Data Culture, Digital Content Creation, Communication and Collaboration), the practical utility of digitization (Internet of Things) and digital protection/storage (Cloud Technologies, Cyber Security Solutions).
- Most of the representatives of the target group confirm that they have received Support/Course Manual (90%), for now only (38%) acquiring a diploma upon completion of each course; this is natural, as long as most courses are still running.
- The following data (reflecting the participants' satisfaction regarding the digital skills development courses) are encouraging for any other future interventions to support digitization/learning, the practice of digital skills, as vital elements of the new technological era in which we are evolving.
- (86%) participating SMEs are satisfied with the way employees transfer the learned digital skills in their daily work.
- (74%) of the representatives of the Target Group confirm that they are very satisfied with what they learned in these courses and (69%) that this knowledge is very useful to them in their daily work.
- Several personal gains were mentioned: Promotion to another position, Time for professional study, Contribution to cost reduction, Improved customer response rate, Collaboration with colleagues, Improvements in processes/workflows (16%), Faster completion of work tasks (24%), Professional development (25%)
- Last but not least, the reasons why participants recommend their colleagues to enroll in this type of course are worthy of consideration; For: To keep up with technology and the large amount of information available, To develop professionally and personally, To open new horizons, To learn useful things, To make one's work easier, To gain time, To find another workplace, To develop professionally, To meet new and interesting people, To create Networking, To talk with people who share the same values and principles. To optimize working time, To be more efficient, To change the way of analyzing problems, To analyze from different perspectives, To adapt better to the technology era in which we live, To know more about data security, etc.

Conclusions (6)

Suggestions for improvement

- The beneficiaries were generous with suggestions for improvement for future programs with the specific 3.12 Digital skills for SME employees;
- The most significant refer to:
- Removing the limitation related to the field of activity of the SMEs from which the employees in the Target Group come.
- Removal of restrictions on SNCDI domains.
- Collaboration with ANC regarding the expansion of qualifications in the IT field.
- Courses should be conducted online.
- Updating occupational standards with labor market requirements,
- Provision of grants for learners.
- Longer implementation period.
- Ability to store Target Group information only on the cloud.
- Increase in rates for hired in-house trainers.
- Completing Annex 5 eligible CAEN codes with several CAENs available on the market.
- Removing the limitation related to the field of activity of the SMEs from which the employees in the Target Group come.
- Removal of restrictions on SNCDI domains.
- Collaboration with the ANC on broadening qualifications in the IT field.
- Updating occupational standards with labor market requirements.
- Simplification of work procedures.

- In turn, the representatives of the target audience propose the following types of improvements;
- Support even after completing the course.
- Distinct groups on 3 levels (beginners, intermediate, advanced).
- More practical exercises (26%).
- Support even after completing the course (22%).
- Approach more adapted to the specifics of the company the trainees belong to (21%).

Questionnaire Beneficiaries

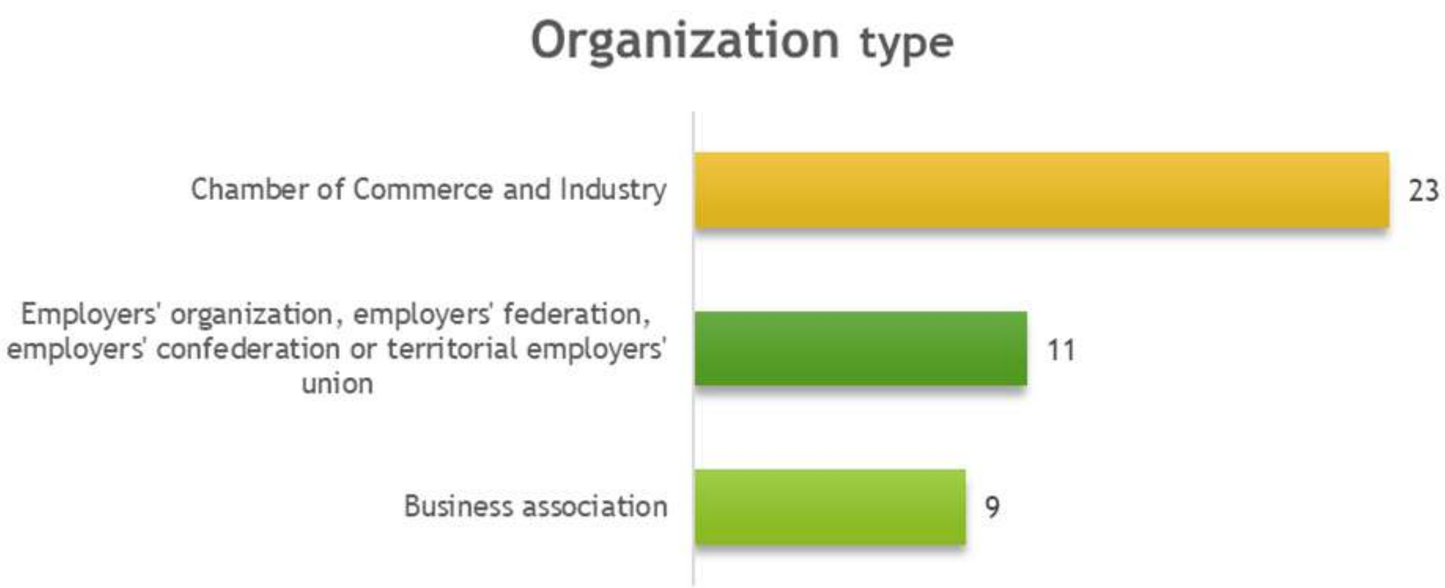
Thanks adresed to the responding Beneficiaries

- Brasov Chamber of Commerce and Industry
- Bacau Chamber of Commerce and Industry
- Bihor Chamber of Commerce and Industry
- Botoșani Chamber of Commerce and Industry
- Hunedoara Chamber of Commerce and Industry
- Iasi Chamber of Commerce and Industry
- Prahova Chamber of Commerce and Industry
- Dâmbovița Chamber of Commerce and Industry
- Iași Chamber of Commerce and Industry
- Arad Chamber of Commerce, Industry and Agriculture
- Galati Chamber of Commerce, Industry and Agriculture
- Mehedinti Chamber of Commerce, Industry and Agriculture
- Timiș Chamber of Commerce, Industry and Agriculture

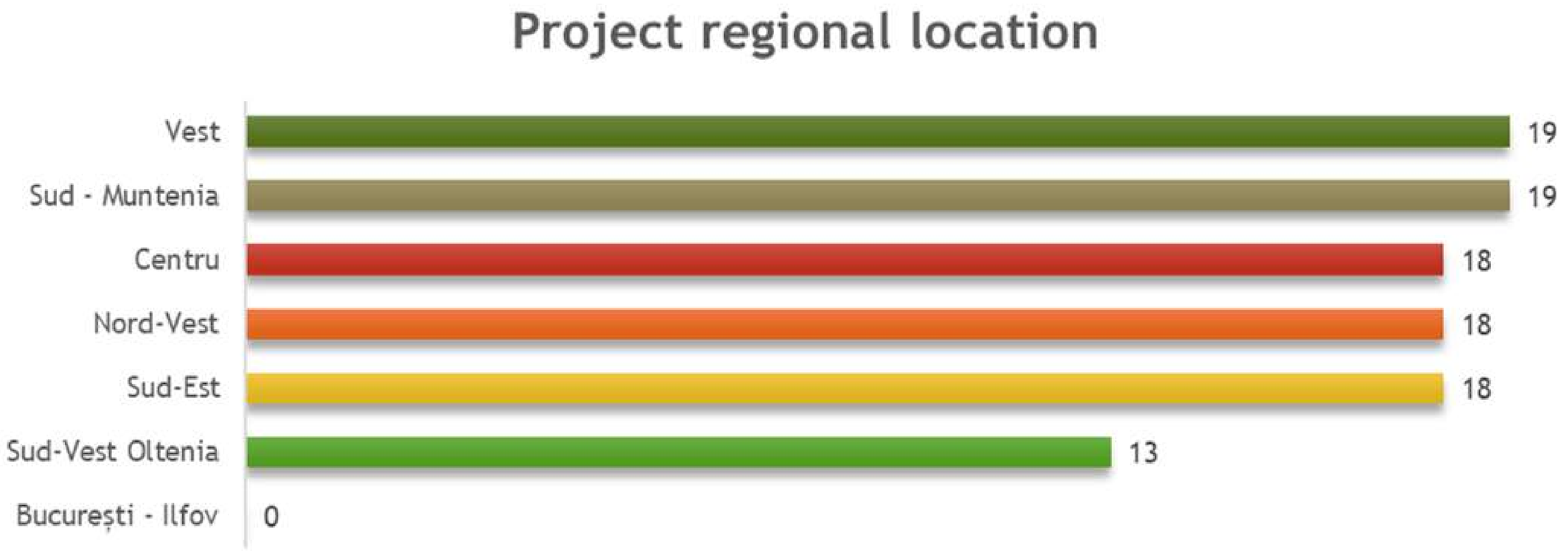
- Aries Transylvania
- Smart Alliance Association
- Association of the French Chamber of Commerce, Industry and Agriculture in Romania
- Association of the National Center for the Development of Human Resources Eurostudy
- Flag Prahova Association
- Iconic Cluster Association
- The County Patronage Association of Business Women from IMM Suceava
- Association of Employers and Craftsmen Cluj
- The National Council of Small and Medium Private Enterprises in Romania
- Rural Eco
- Evozon Systems
- Made in Banat

- Oil and Gas Employers' Federation
- Federation of Construction Societies Patronages
- Patronage of the Security Services

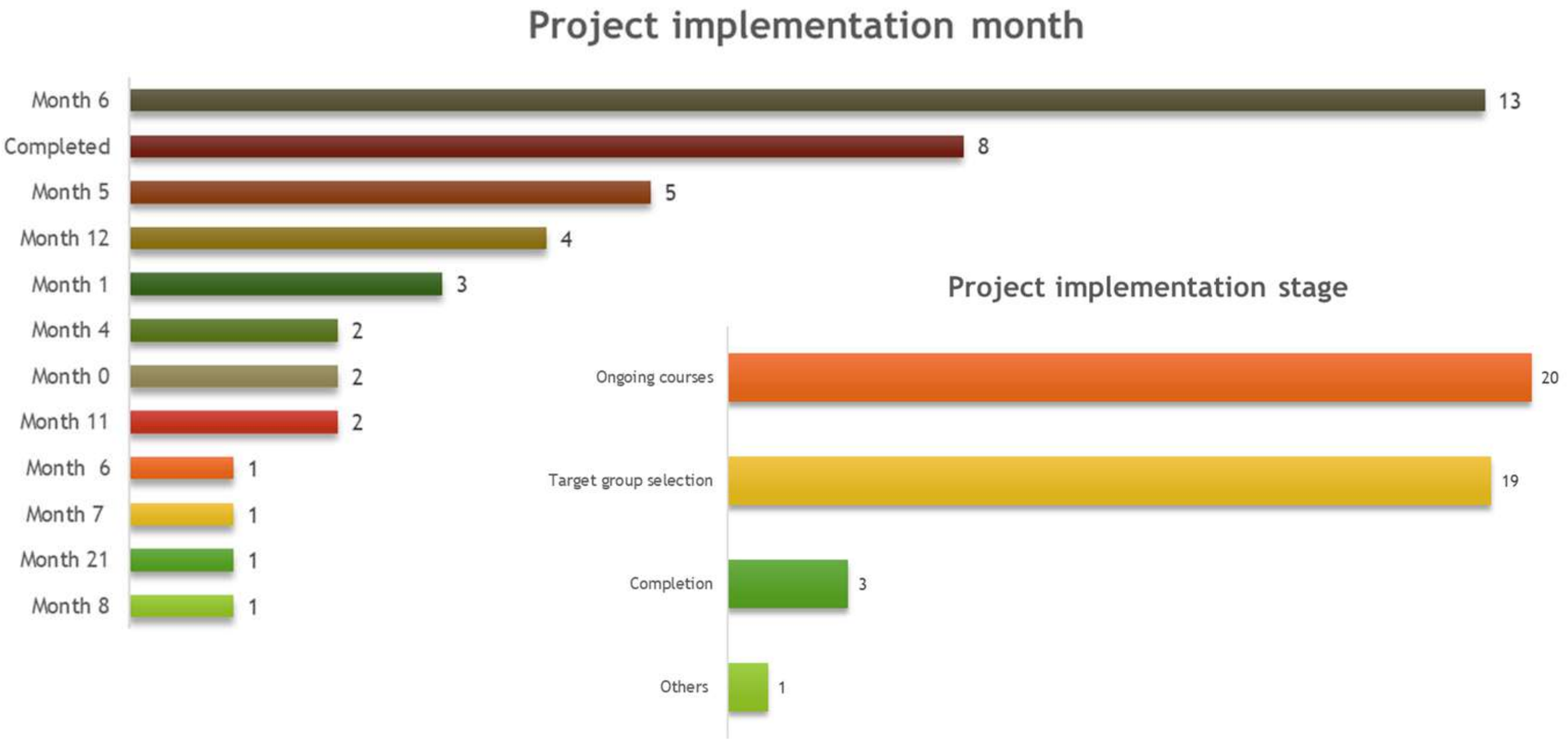
RESPONDENTS DATA (1)



RESPONDENTS DATA (2)

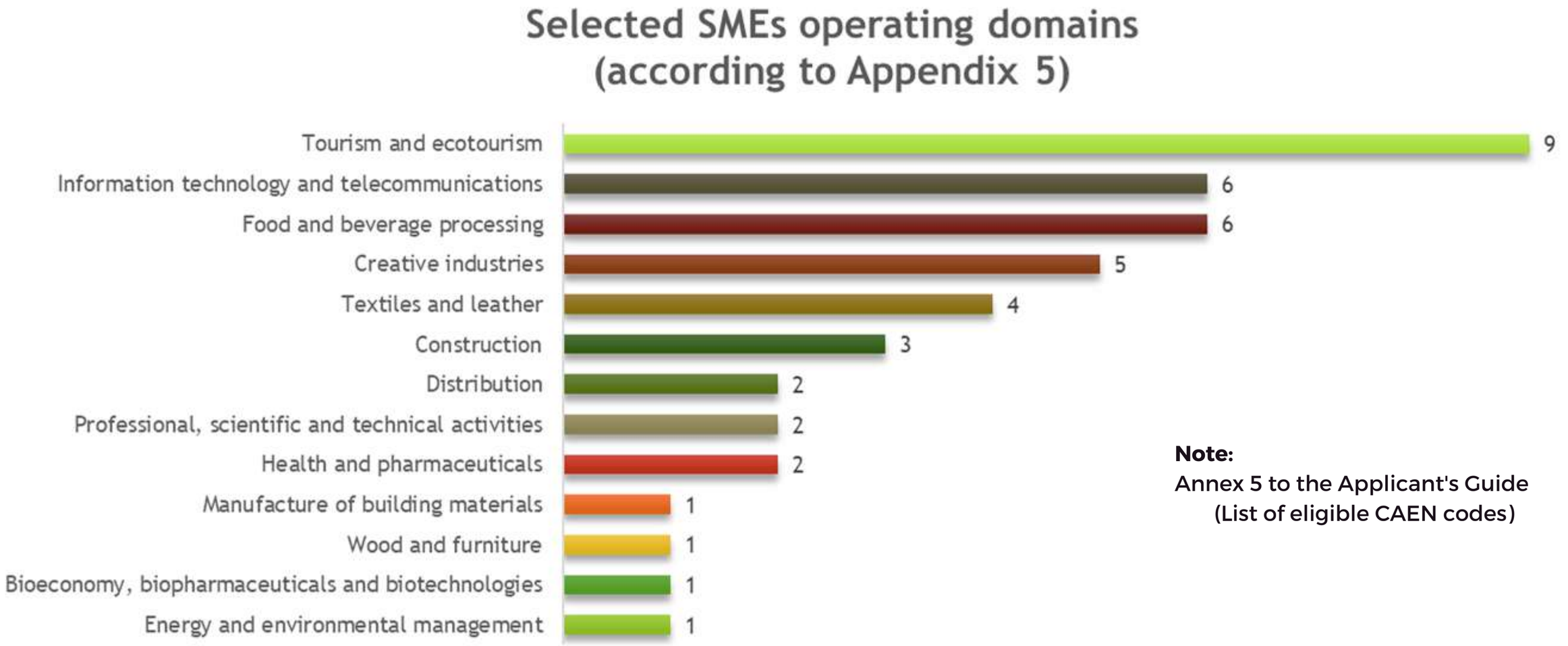


RESPONDENTS DATA (3)



***Other:**
Purchase of equipment/services + Target Group Selection + Ongoing trainings

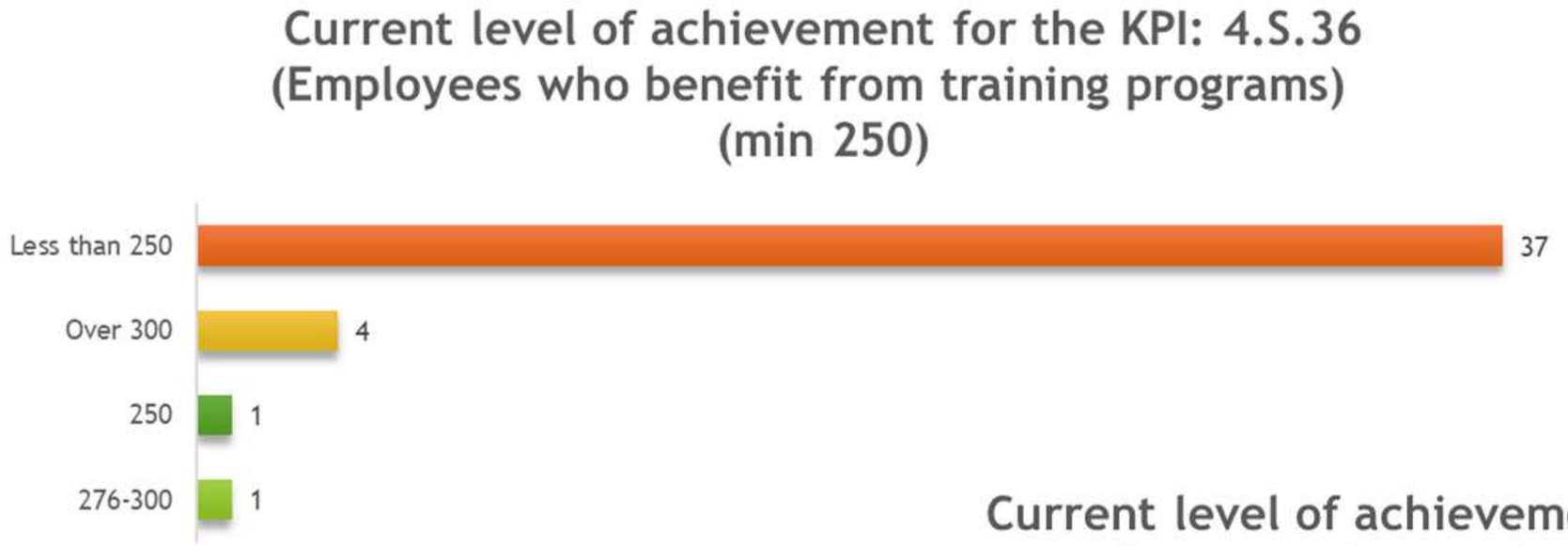
RESPONDENTS DATA (4)

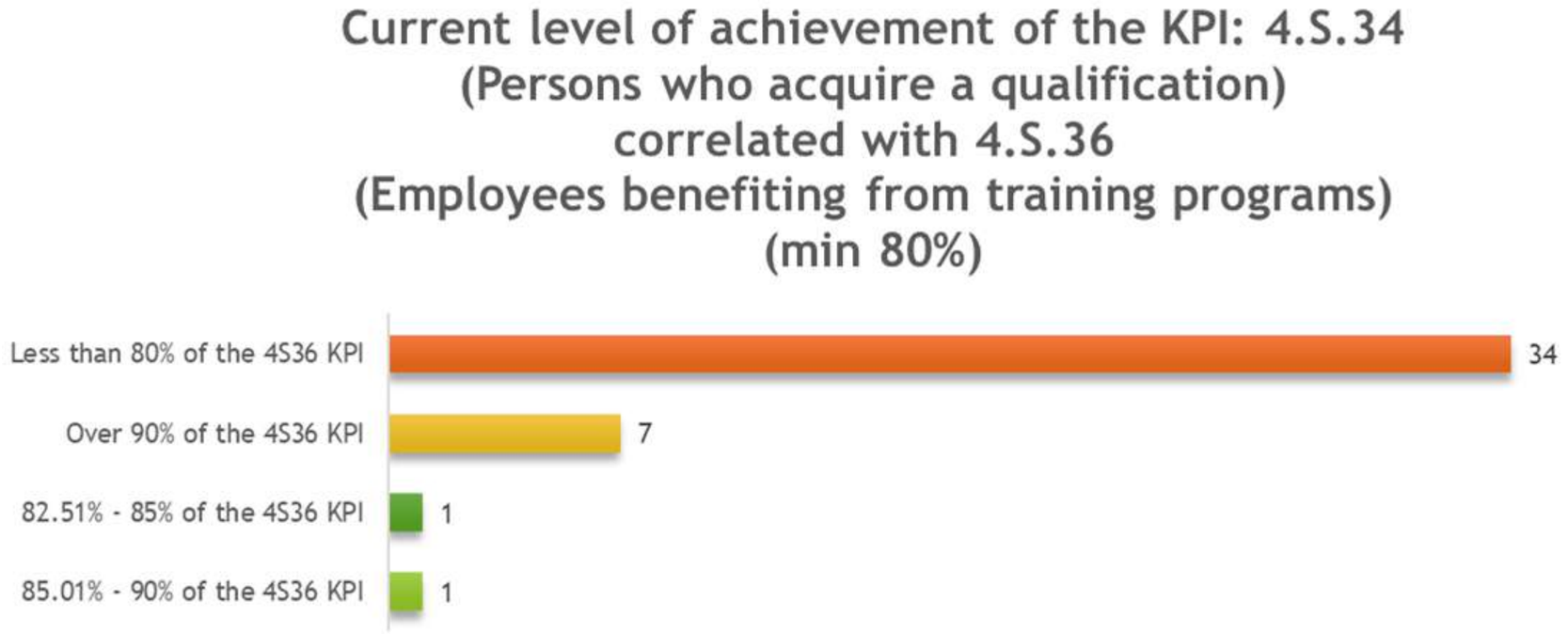


Note:
Annex 5 to the Applicant's Guide
(List of eligible CAEN codes)

INDICATORS (1)

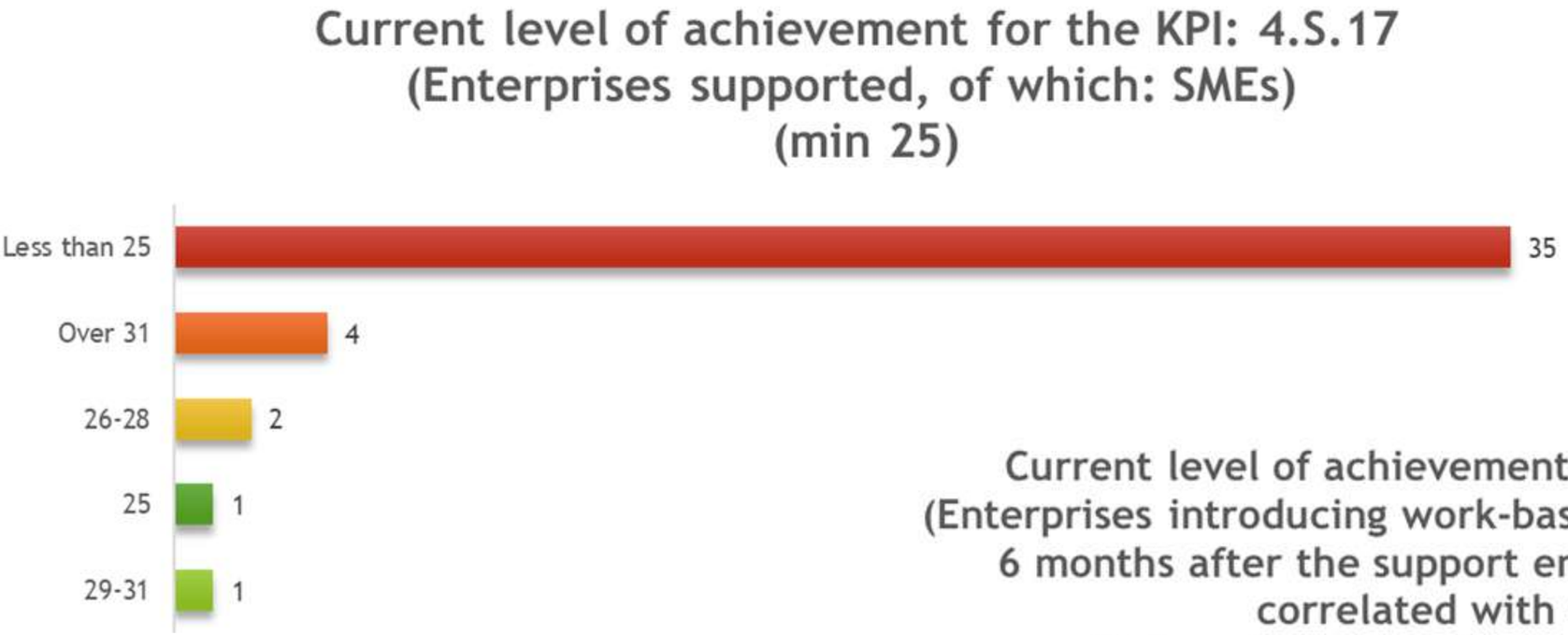
Note:
The main indicators are in positive evolution, taking into account the fact that most of the projects are still in the stage of implementation, running of the courses.

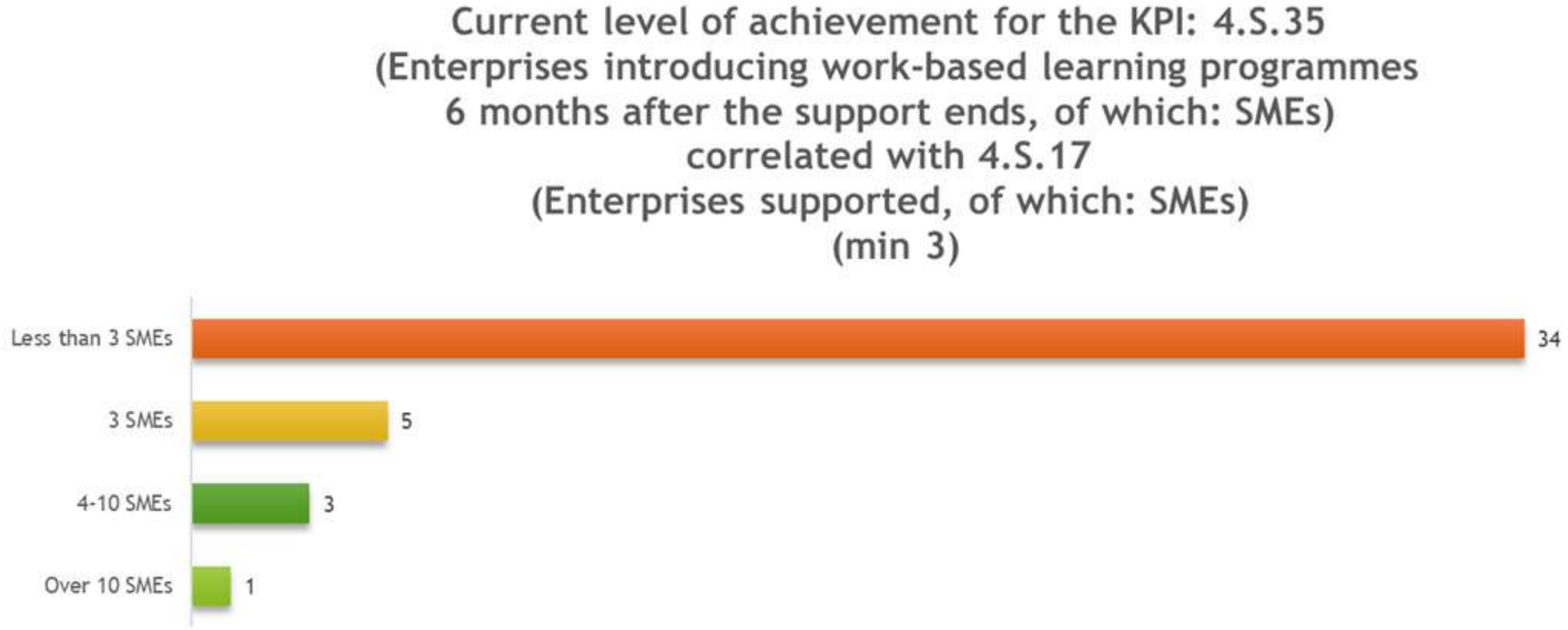




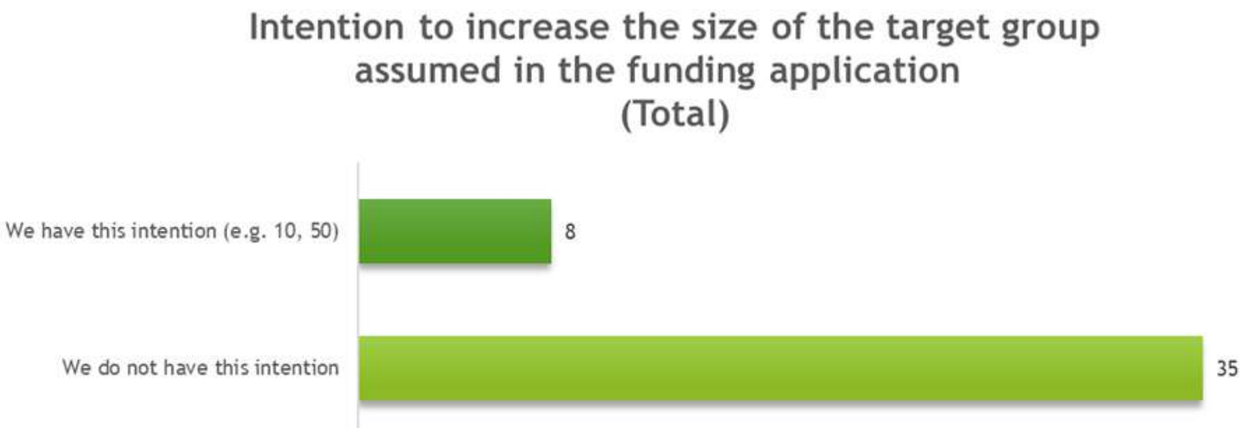
INDICATORS (2)

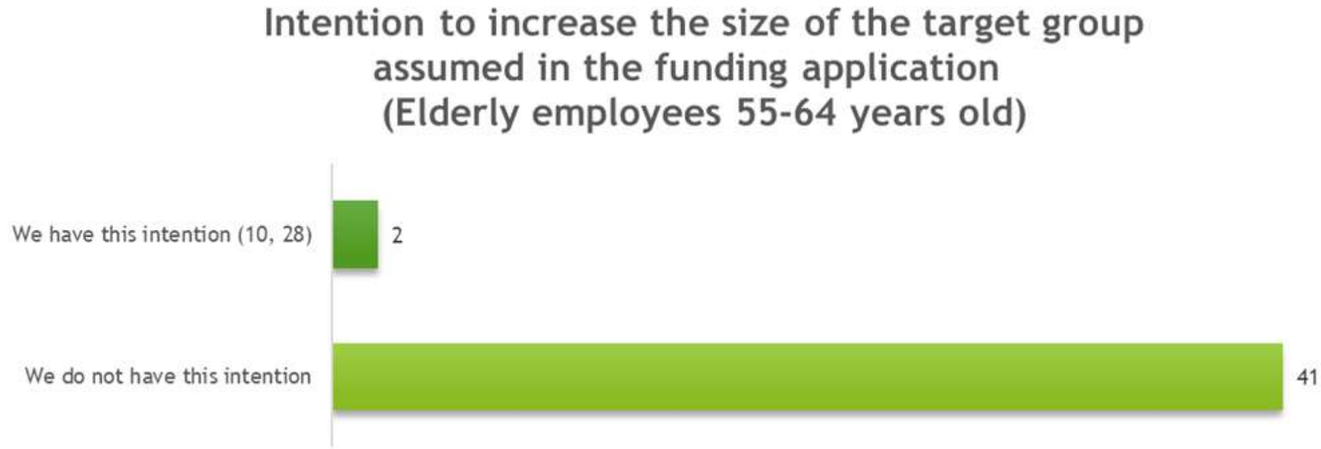
Note:
The main indicators are in positive evolution, taking into account the fact that most of the projects are still in the stage of implementation, running of the courses.

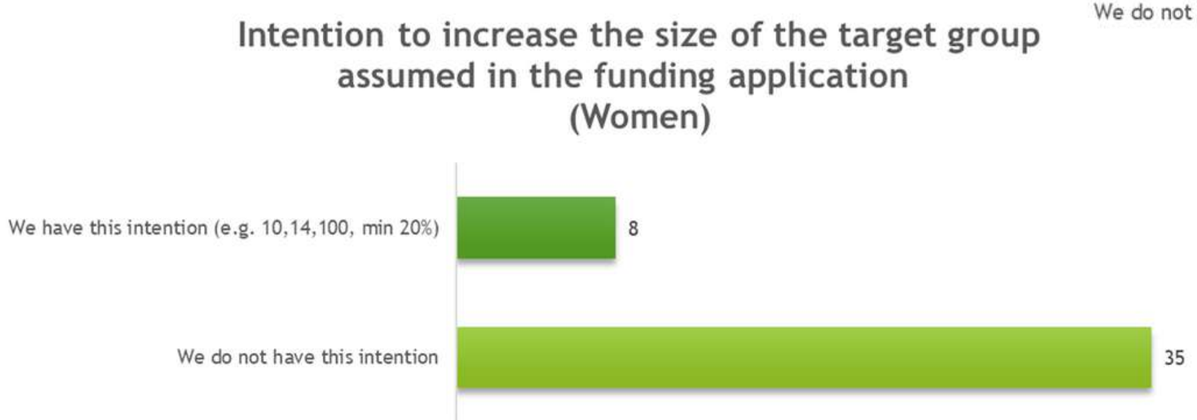




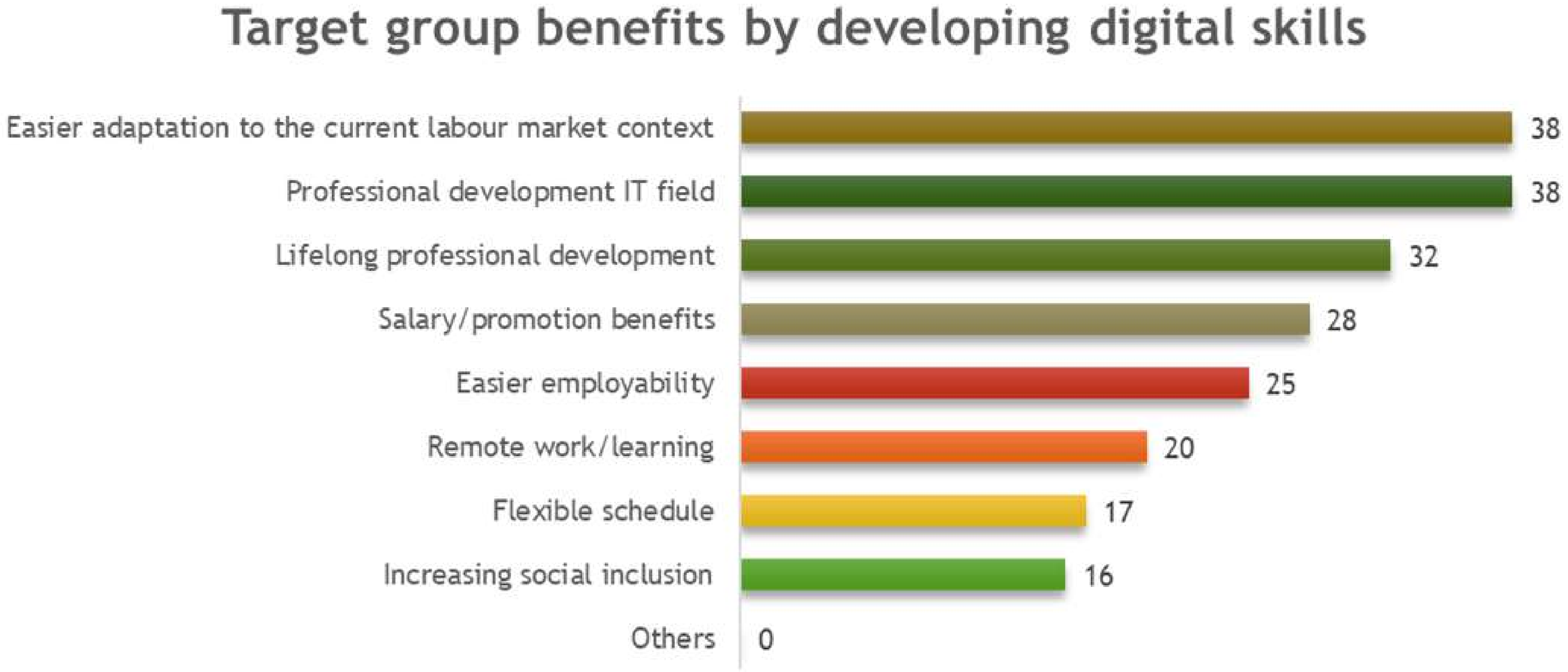
TARGET GROUP GROWTH



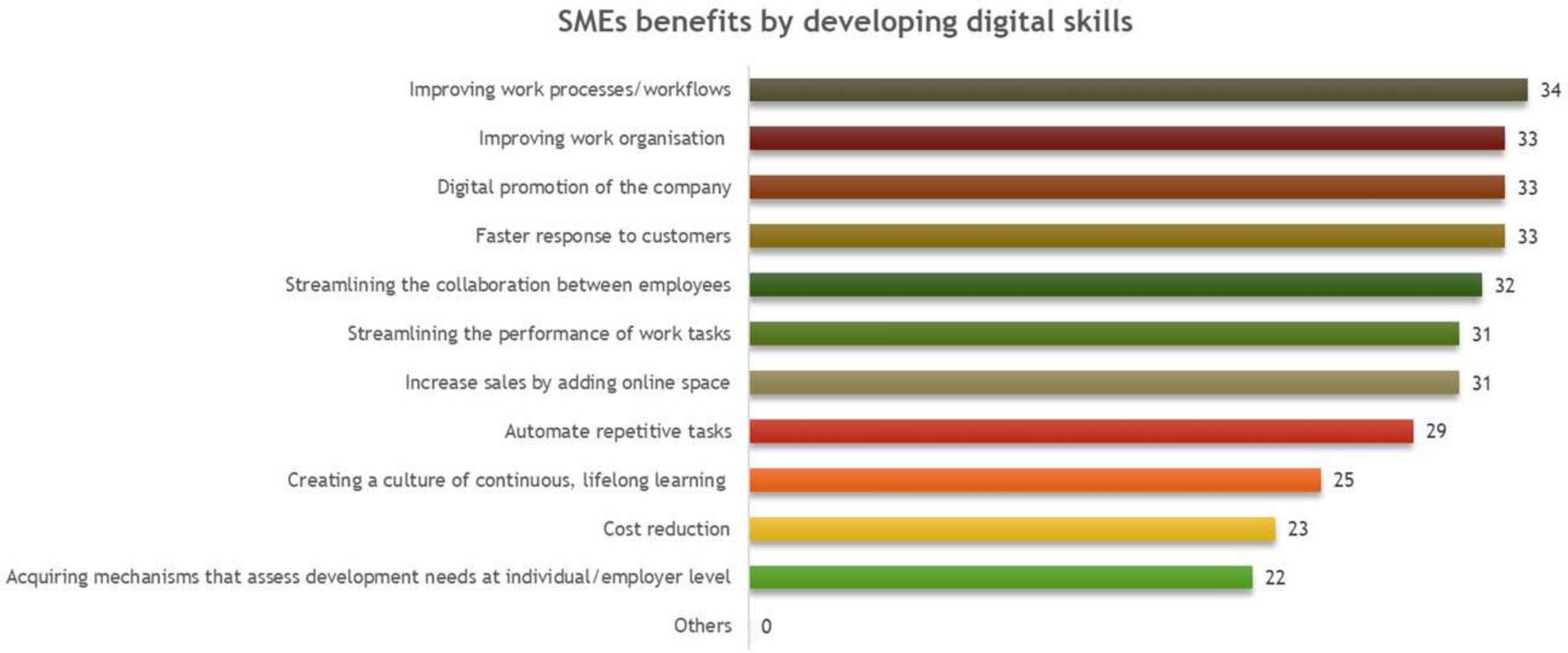




BENEFITS (1)


Target group benefits by developing digital skills
Easier adaptation to the current labour market context
38
Professional development IT field
38
Lifelong professional development
32
Salary/promotion benefits
28
Easier employability
25
Remote work/learning
20
Flexible schedule
17
Increasing social inclusion
16
Others
0

BENEFITS (2)


SMEs benefits by developing digital skills
Improving work processes/workflows
34
Improving work organisation
33
Digital promotion of the company
33
Faster response to customers
33
Streamlining the collaboration between employees
32
Streamlining the performance of work tasks
31
Increase sales by adding online space
31
Automate repetitive tasks
29
Creating a culture of continuous, lifelong learning
25
Cost reduction
23
Acquiring mechanisms that assess development needs at individual/employer level
22
Others
0

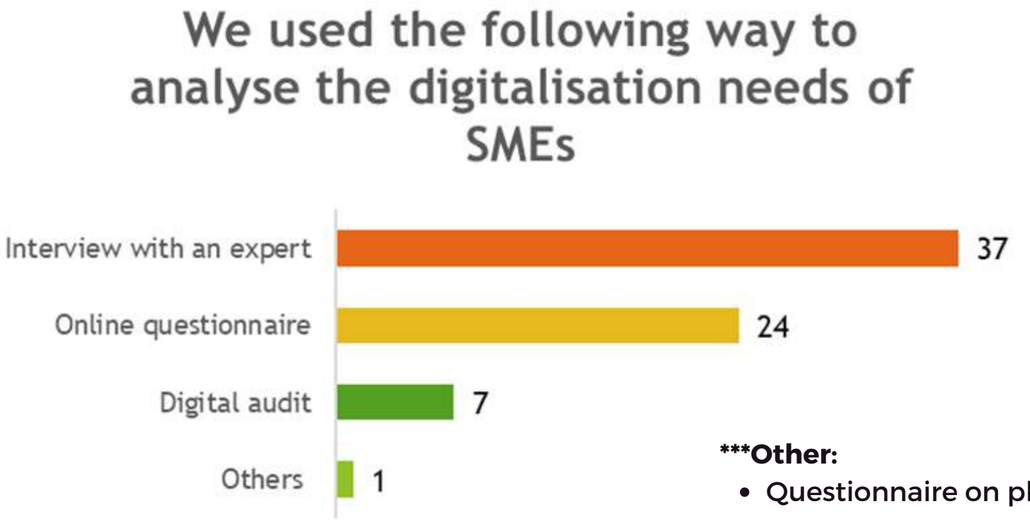
WAYS OF IDENTIFICATION/ANALYSIS

***Other:**

- The website of the beneficiary and the partner

***Other**:

- The need for development was already mentioned when submitting the funding application, the courses being already established in the funding application



***Other:**

- Questionnaire on physical support

SELECTION CRITERIA

***Other:**

- The best quality-price ratio,
- Points of distinction: details of the services offered, presentation of course/curriculum support, specific experience of the company and the trainers.
- Minimum of 1 year of relevant previous experience.
- Experienced Trainers,

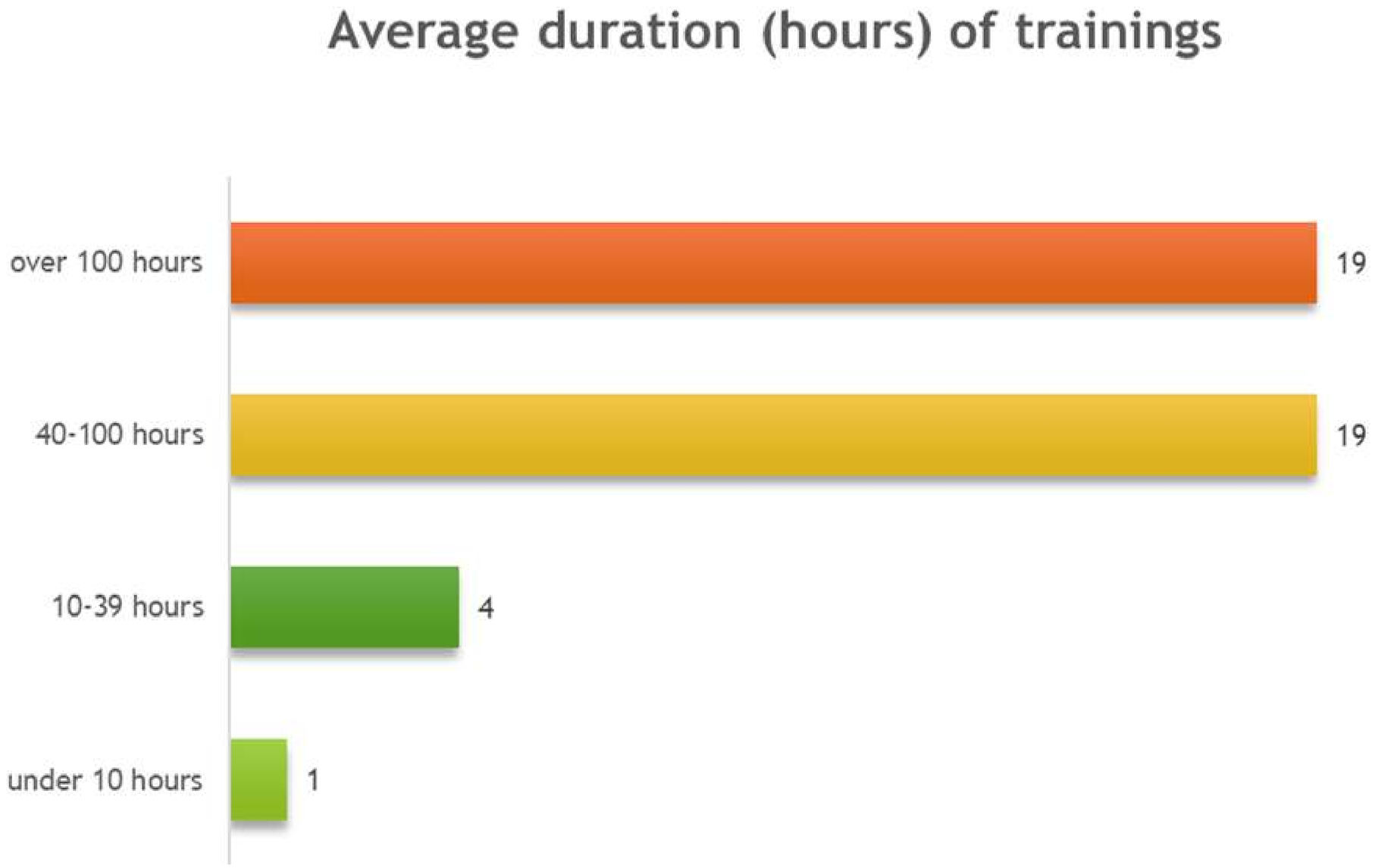
***Other:**

- The courses are not held online.
- Google meet, Zoom, Skype.

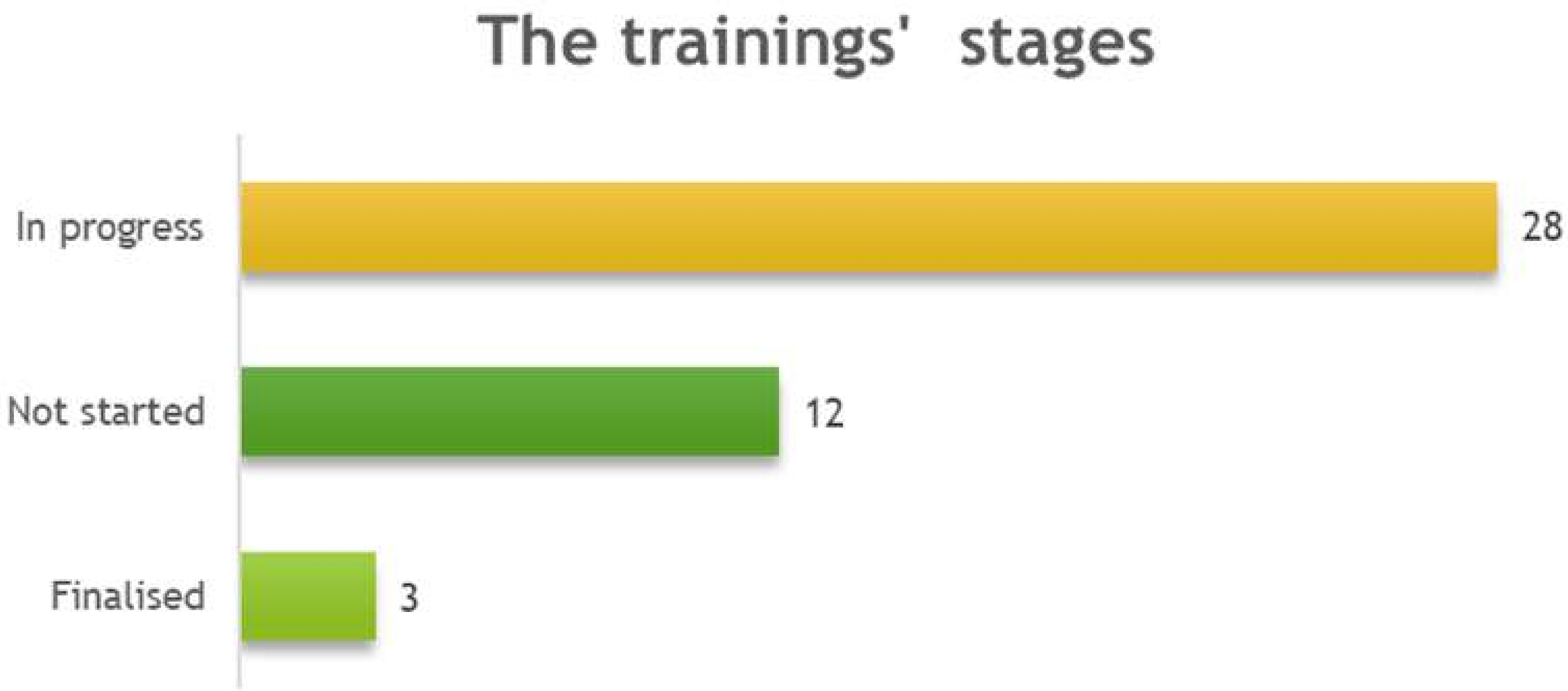
TRAINING TITLES (SOME EXAMPLES)

- Digital skills
- Information technology in social media and digital services
- IT/Cyber Security
- Mobile applications
- Trade-specific digital skills
- ERP, HRM, contact center and workforce management applications
- Java, CC+, Python programming courses
- Business analysis
- Web page design
- Cloud computing
- Digital marketing
- Back-end and front-end web developer training course
- IT project management
- Software Tester
- Introduction to Blockchain Technology
- Basic training on Industry 4.0 and digital technologies (3D printing, VR/AR)
- Introduction to Big data analysis
- Introduction to the use of BIM methodology and software to manage the design, execution and administration of buildings.

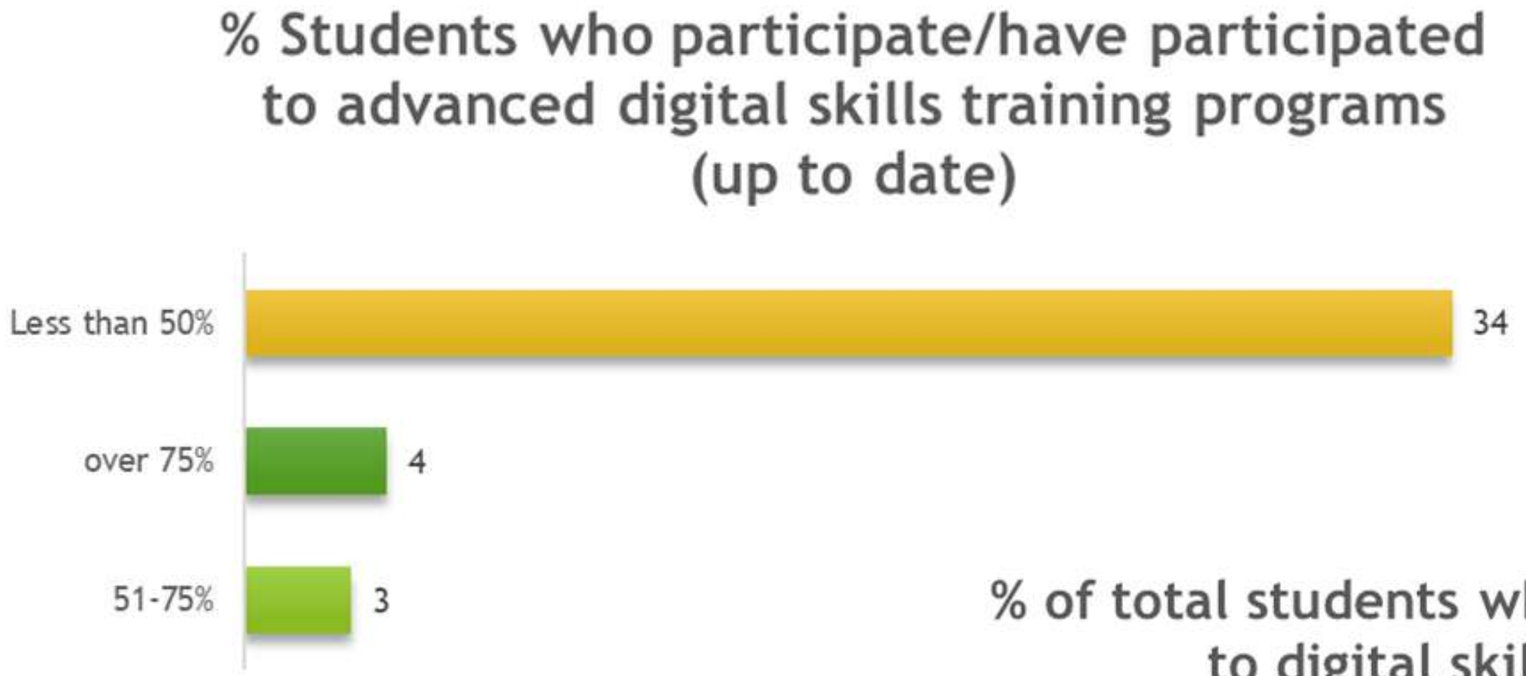
AVERAGE DURATION (HOURS) OF TRAININGS



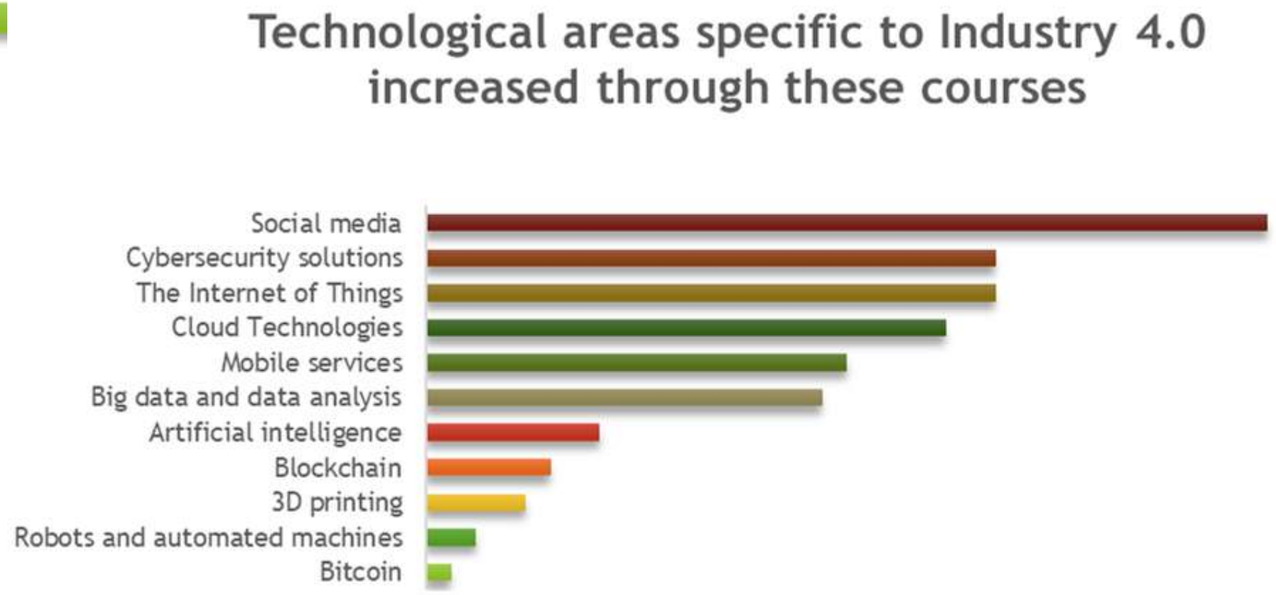
TRAININGS STAGES



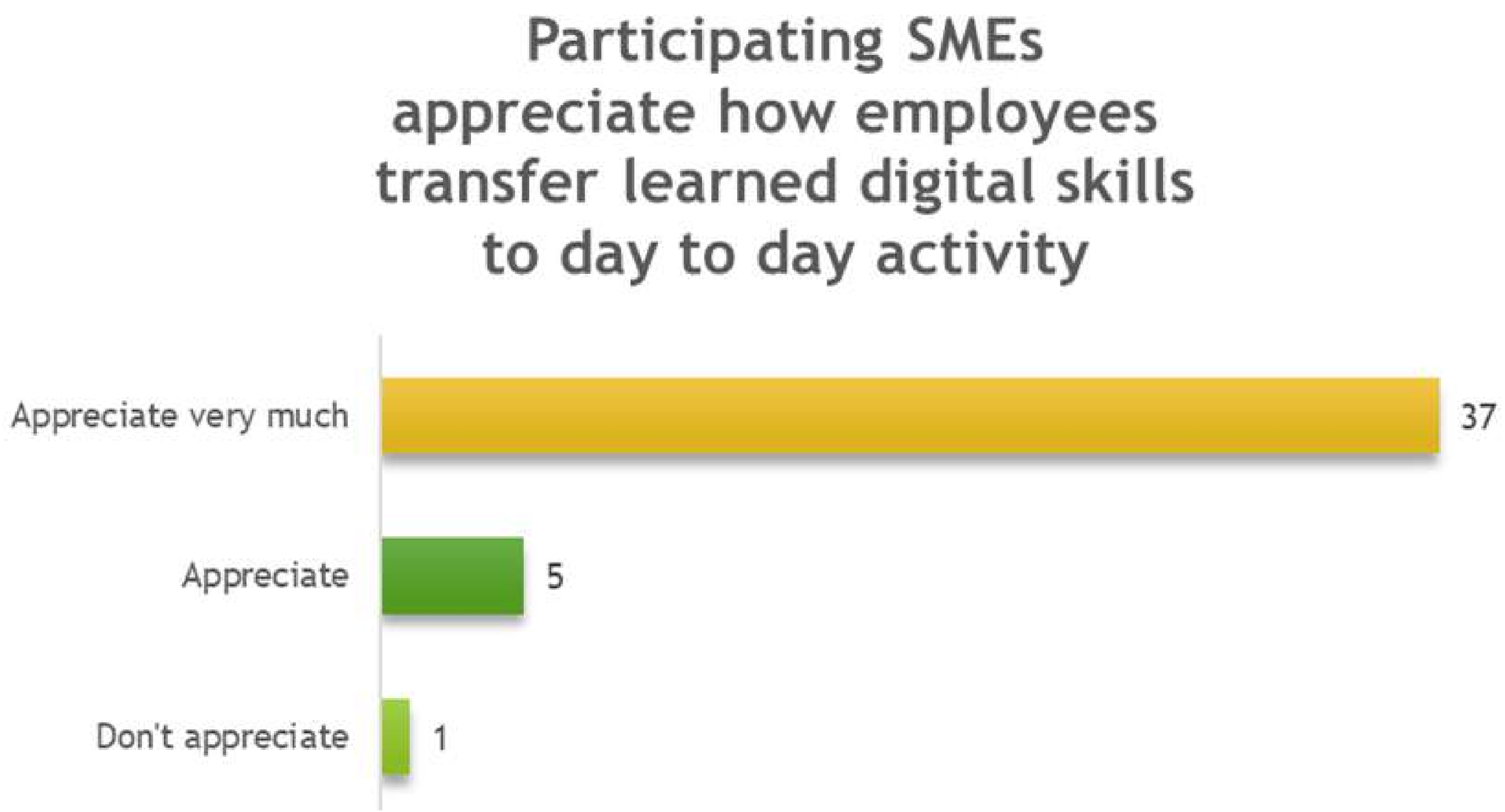
ADVANCED DIGITAL SKILLS



ADDRESSED AREAS



APPRECIATION



SUGESTIONS

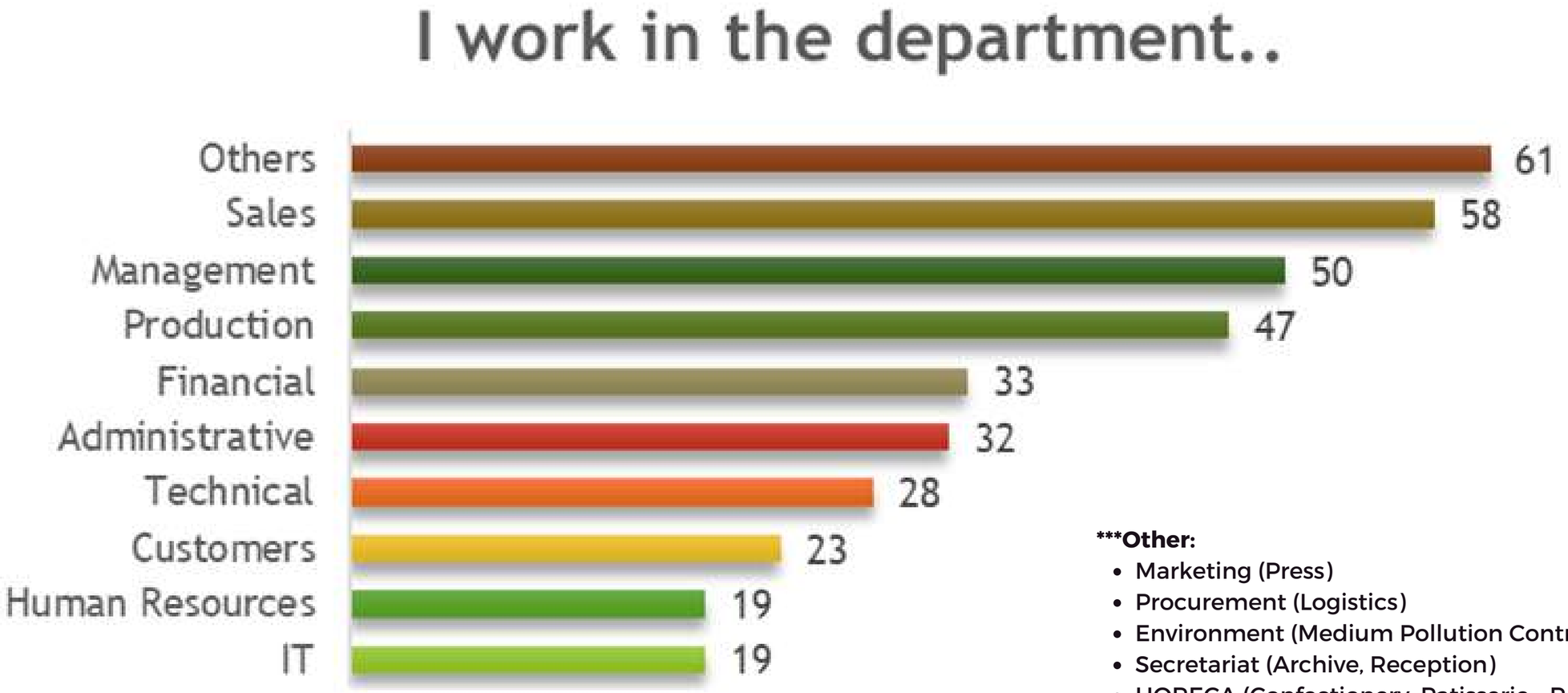
- Removing the limitation related to the field of activity of the SMEs from which the employees in the Target Group come.
- Removal of restrictions on SNCDI domains.
- Collaboration with ANC regarding the expansion of qualifications in the IT field.
- Courses should be conducted online.
- Updating occupational standards with labor market requirements,
- Provision of grants for learners.
- Longer implementation period.
- Ability to store Target Group information only on the cloud.
- Increase in rates for hired in-house trainers.

- Completing Annex 5 eligible CAEN codes with several CAENs available on the market.
- Removing the limitation related to the field of activity of the SMEs from which the employees in the Target Group come.
- Removal of restrictions on SNCDI domains.
- Collaboration with the ANC on broadening qualifications in the IT field.
- Updating occupational standards with labor market requirements.
- Simplification of work procedures.

Questionnaire Target Audience

RESPONDENTS DATA (1)

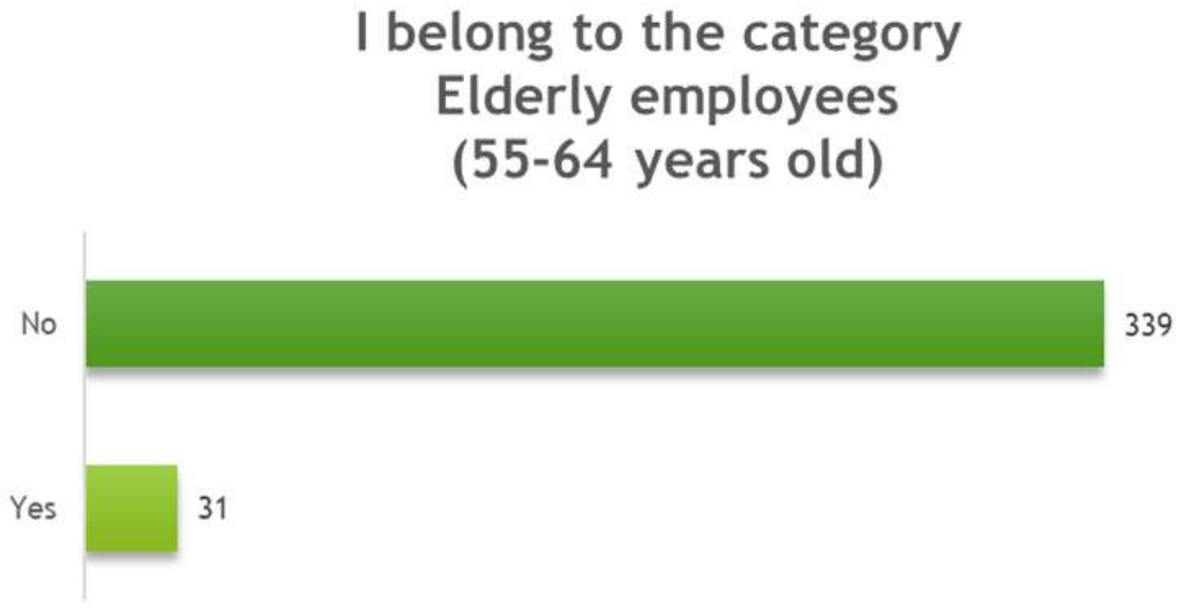
RESPONDENTS DATA (2)

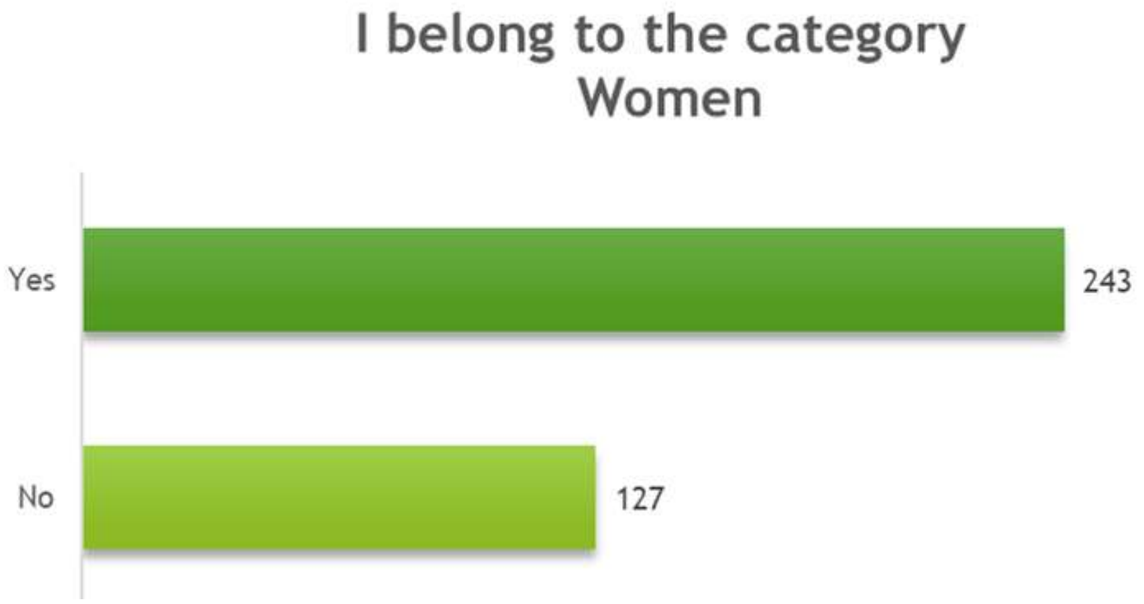


***Other:**

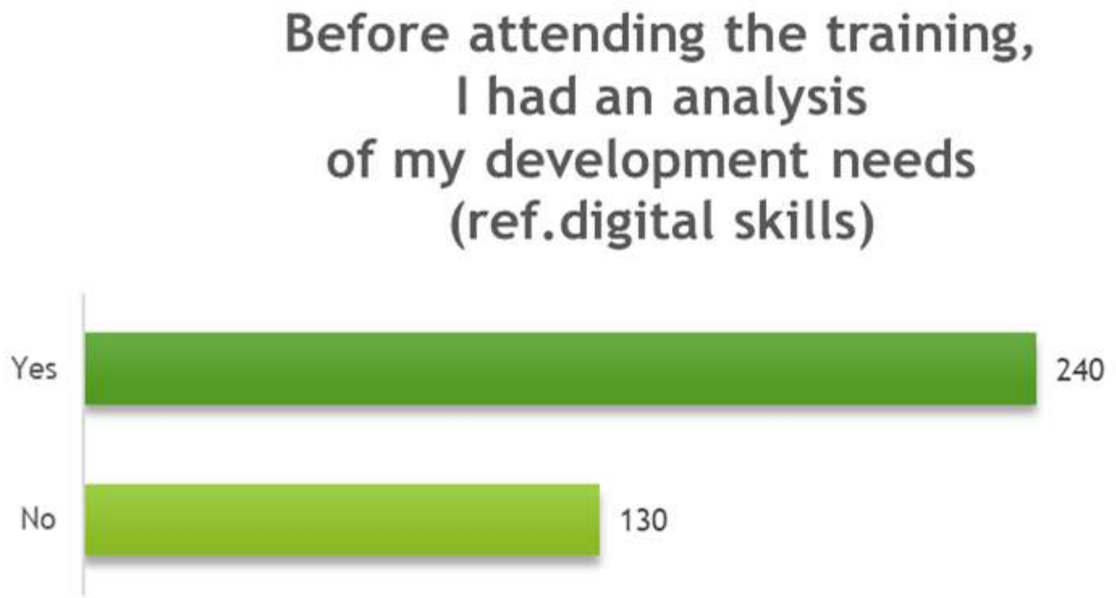
- Marketing (Press)
- Procurement (Logistics)
- Environment (Medium Pollution Control),
- Secretariat (Archive, Reception)
- HORECA (Confectionery, Patisserie - Restaurants, Hotel)
- Car (Courier, Ground transport, Car wash)
- legally
- Medical (Laboratory, Dentistry, Patient Relations, Medical Analysis Laboratory, Medical Assistance)

RESPONDENTS DATA (3)





DEVELOPMENT NEEDS ANALYSIS



***Other:**

- By physical questionnaire
- By discussion with the General Manager of the company

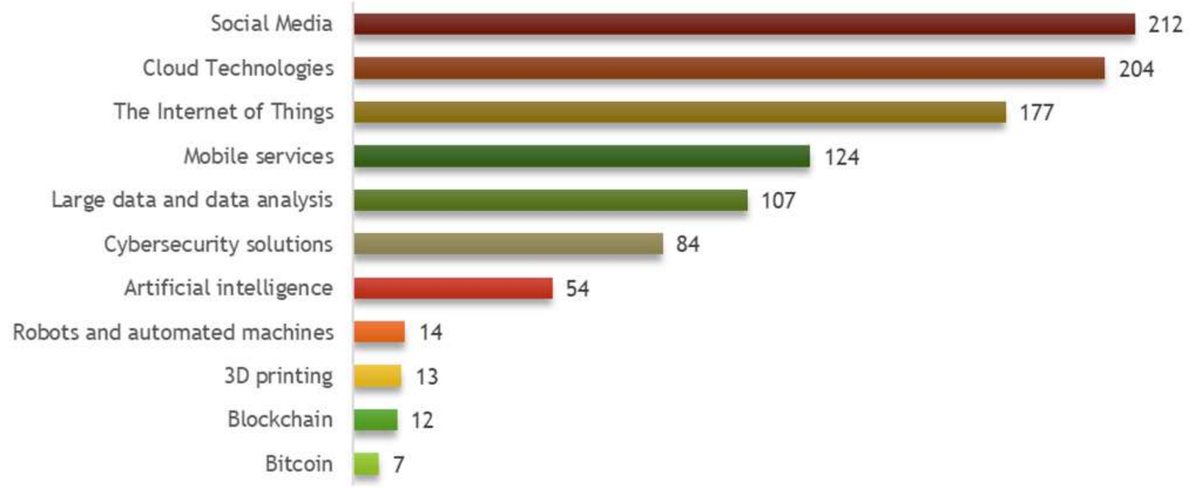
TRAININGS(1)


I participate/have participated at .... (number) of trainings for digital skills development
1 training
335
2 trainings
22
5 trainings
9
4 trainings
2
3 trainings
2

TRAININGS(2)

I learn/have learned in trainings subjects from the following areas of digital skills (according to DigComp 2.0 Competence Framework)

I am learning/I have learned in the training topics from the following technological areas specific to Industry 4.0



TRAININGS(3)


The trainings I participate/have participated are in the next stages of development
It's/Are in progress;
171
Is/are finalised;
168
It didn't start;
31

TRAININGS (4)

Note:

- Take into account the fact that most projects are still in the stage of implementation, on going trainings.

TRAININGS (5)

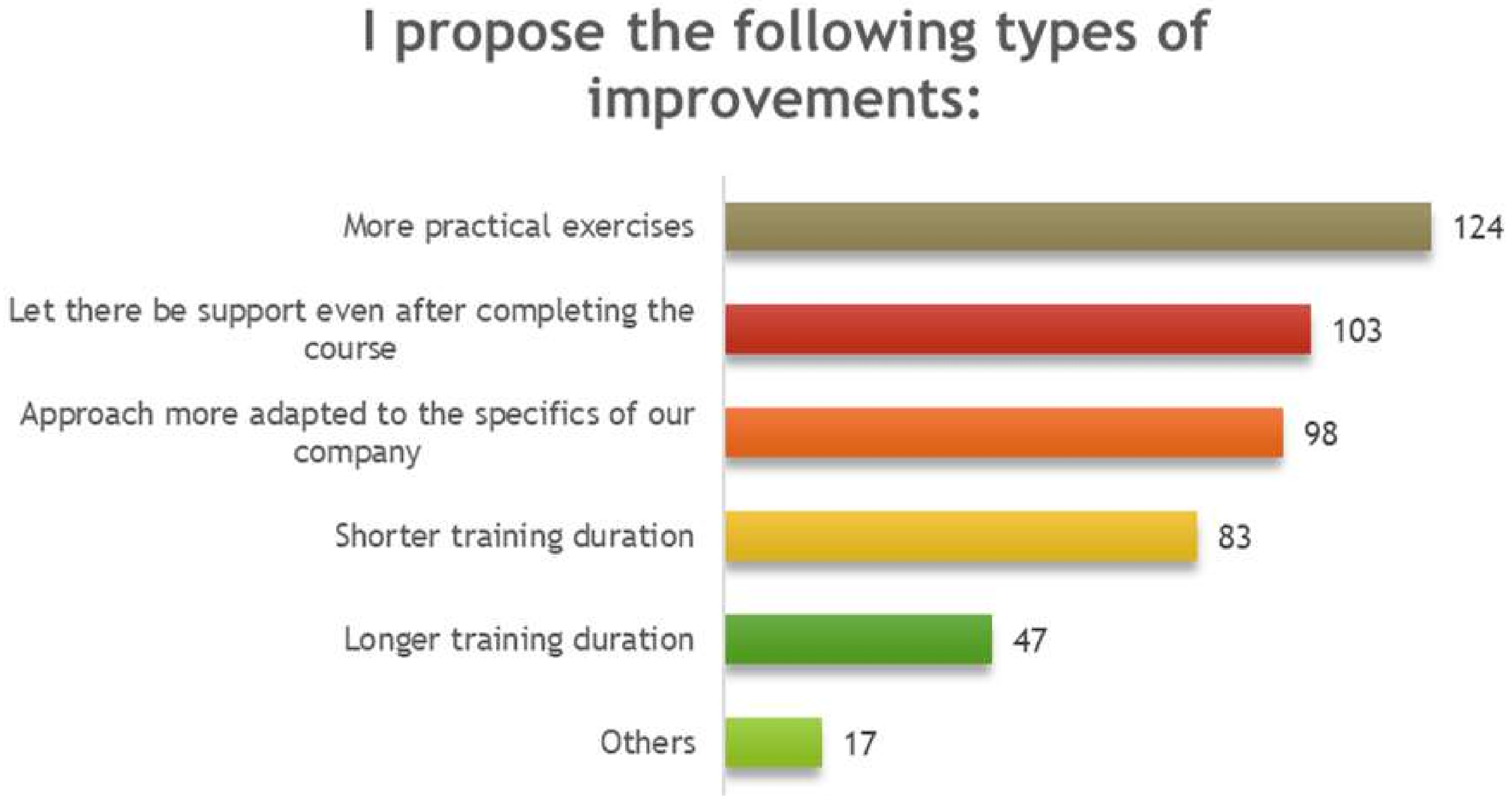
Note:

- Take into account the fact that most projects are still in the stage of implementation, running of the courses.

RECOMMEND TO A COLLEAGUE BECAUSE

- It will keep pace with technology and the large volume of information available.
- It will develop professionally and personally.
- It will open up new horizons
- He will learn useful things.
- It will make his job easier.
- It will buy time.
- He will find another, better job.
- He will develop professionally.
- You will meet new and interesting people.
- He will talk with people who share the same values and principles.
- It will optimize its working time.
- It will be more efficient.
- He will change his way of analyzing problems,
- It will analyze from different perspectives.
- It will better adapt to the age of technology in which we live.
- You will know more about data security, etc.

IMPROVEMENTS



***Other:**

- Formation of distinct groups of beginners, intermediate, advanced, with assessment of level before the start of the course.
- Splitting daily courses into smaller time intervals.

TRAINEES' BENEFITS

***Other:**

- Obtaining a certificate
- Knowledge Online Marketing/ Excel/ Database Management

Thank you

Project team

- https://www.interregeurope.eu/40ready
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