

Skills for digital age in Slovakia

Factsheet

Assessment of digital skills in Slovakia requested in line with the Commission's program of Structural Reform Support Service for the provision of capacity building and provision of expertise geared towards the digitalisation of public services.



Development of critical skills in age of digital transformation

The world is going through a radical digital transformation and Slovakia is not an exception. We are seeing new technologies coming every day and the pace is not slowing down. On the other hand, using new technologies requires people to increase their skills. The pace of learning new skills in society is not as fast as the progress in the technology world and CEOs are getting concerned by the availability of key skills. This situation changes the way of doing business and markets must adopt to it.

Although we witness some radical changes, technology is not a threat itself but rather an opportunity to make our lives easier. Slovakia has a great potential to become a tech savvy country, but its business owners need to realize that to attract digital talent, companies themselves need to change too.

Businesses realize this urgency and already invest into new technologies. However, their use creates demand to increase the talent quality in the workforce. As the availability of a free, high quality talent is currently limited, business leaders across the country are currently looking for effective ways to develop this talent within their existing workforce.

Key findings



76%

companies believe robotization and automation have a positive impact on their businesses



62%

digital pioneers are typically companies' CEOs



31%

operations can be automated or robotized



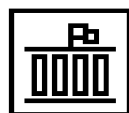
59%

population have basic or above basic digital skills



74%

companies struggle to hire employee with required skills

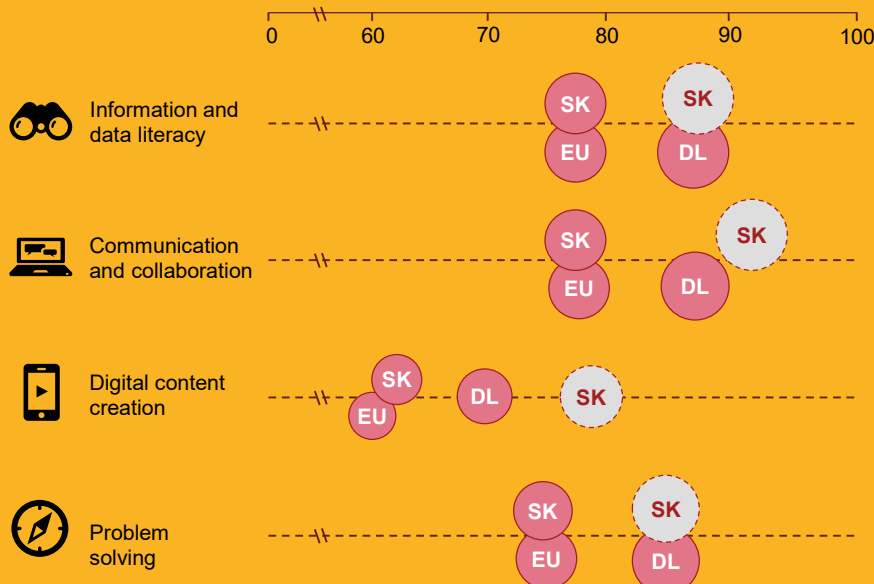


43%

companies have sufficient information about publicly available support program

Digital skills (DESI vs. business)

Population with at least basic digital skills by competence area [in%]



Slovak business leaders think 18% more people can perform daily digital tasks than the EU estimates

Expectations vs. Reality

+11pp

+14pp

+16pp

+11pp

- SK** DESI Human Capital Slovakia
- EU** DESI human capital European average
- SK** Human capital availability according to Slovak businesses
- DL** DESI human capital digital leaders average



Upskill now or never

3 recommendations to thrive in digital transformation



Recommendation #1

Pilot and implement tailor-made national upskilling program to support companies and their employees

Recommendation #2

If proven successful, implement the national digital upskilling program as an iterative, long-term program

Recommendation #3

Start boosting skills of the country's future workforce directly in schools from primary ones to universities.

Recommendation #1: 6 steps to upskill a company's workforce



Step 1
Analyse & define the Upskilling initiative through an engaging ecosystem



Step 2
Define the Future Workforce in the short term and in the long term



Step 3
Assess current competencies of impacted employees



Step 4
Find the best possible job and training match for the impacted employees, either internally or externally



Step 5
Teach employees new skills to best prepare them for their new challenge



Step 6
Monitor, evaluate & improve policy (transversal)



Slovak digital upskilling program

The main goal of the program is to support all companies' workforce which activities will be transformed towards new functions. The program underlines importance of a proactive and preventive strategy for the development of employees' skills in order to secure professional careers in a sustainable way.

It aims to anticipate the impact of these technological developments on employment by offering employees tailor-made training and individual personalized support.

If proven successful, implement the initiative as an iterative program (Recommendation #2)

Recommendation #3: Upskill workforce of the future

We recommend implementation of the future workforce upskilling initiative to improve pupils, students and graduates' employability by identifying the skills gap between students' competencies and the requirement on the market.

Objectives of the initiative are:

- Strengthen basic habits of pupils so that they are capable to grasp new skills later in life
- Improve graduate employability by developing a solution that identifies the gap between the skills demand in the job market and those of the students;
- Identify the relevant curricula enhancements required to complement the required skills profile for the Slovak job market;
- Manage skills supply according to the needs of businesses by regulation of study programs enrolment;
- Suggest and develop new university programs that would fit the market needs based on the gap analysis between the skills demand in the job market and those of the students.



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