

# Choose IT!

## Vali IT!

POLICY INSTRUMENT

 Estonia

## Description

---

**Country**  **Estonia**

**Focus area**

**KEY TRAINING POLICY MEASURE**

*The policy instrument addresses the issue of labour shortages in the field of ICT. As there is a serious mismatch between the supply and demand of such workers, more active measures are needed in addition to classical ones, e.g. increasing the number of study places and engaging qualified foreign labour. This implies that the possibilities for retraining and in-service training for adults have to be broadened*

**Link**

<http://vali-it.ee/>

**Implementation level**

NATIONAL

**Legal base**

MINISTERIAL ORDER

**Starting period**

Since January 2017

**Perspective**

The initiative considers the data on the needs of the ICT sector provided by OSKA: the skills need and forecast of ICT workers.

**Policy area**

EDUCATION

TRAINING

EMPLOYMENT

DIGITAL ECONOMY

## Funding

FUNDED BY NATIONAL GOVERNMENT

OTHER

ESF

## Skill mismatch

### Skill mismatch target

UNDERQUALIFICATION (INDIVIDUALS' QUALIFICATIONS/CREDENTIALS ARE BELOW THEIR JOB'S NEEDS)

SKILL SHORTAGES (EMPLOYERS CANNOT FILL THEIR VACANCIES DUE TO A LACK OF SKILLS IN THE LABOUR MARKET)

SKILL GAPS (WORKER'S SKILLS ARE BELOW THE LEVEL OF PROFICIENCY REQUIRED BY THEIR EMPLOYERS AND JOBS)

OTHER

*The policy instrument is explicitly designed to tackle labour and skills mismatch in the ICT field. As there is a serious mismatch between the supply and demand of such workers (with knowledge and skills in ICT), this instrument broadens the possibilities for retraining and in-service training for adults in the ICT field, both for employed and unemployed adults.*

### Skills matching focus

UPSKILL OR RESKILL EMPLOYED ADULTS

*It aims to provide participants with basic ICT skills and improves digital literacy.*

UPSKILL OR RESKILL NON-EMPLOYED ADULTS

*It aims to provide participants with basic ICT skills and improves digital literacy.*

FACILITATE JOB / CAREER TRANSITIONS

*It aims to provide participants with basic ICT skills and improves digital literacy.*

ADDRESS SECTORAL OR OCCUPATIONAL SKILL SHORTAGES

*It aims to provide participants with basic ICT skills and improves digital literacy.*

ADDRESS MISMATCH BROADLY

*It aims to provide participants with basic ICT skills and improves digital*

*literacy.*

## Skills delivered

BASIC DIGITAL SKILLS

MORE ADVANCED DIGITAL SKILLS

## Methods

---

### Methods

#### SKILLS FORECASTING

*It uses the results of the OSKA system regarding the needs of the ICT sector.*

### Use of skills intelligence

#### DESIGNING TRAINING PROGRAMMES TO ACTIVATE UNEMPLOYED

*The training programme support addressing the needs of the ICT sector, but also other sectors where ICT competences are required.*

#### INFORMING JOB-SEARCH DECISIONS OF UNEMPLOYED

*The training programme support addressing the needs of the ICT sector, but also other sectors where ICT competences are required.*

## Stakeholders

---

### Main responsible body

#### OTHER

*BCS Koolitus - the ICT training division of Baltic Computer Systems, the leading ICT continuing training company in Estonia*

### Other involved organisations

#### OTHER

*Companies are involved in providing internships.*

### Beneficiaries

#### ADULTS WITH LOW BASIC SKILLS

*The initiative provide its participants with basic software development skills.*

#### ADULTS IN EMPLOYMENT WITH UPSKILLING POTENTIAL

*The initiative provide its participants with basic software development skills.*

#### ADULTS IN EMPLOYMENT WITH RESKILLING POTENTIAL

*The initiative provide its participants with basic software development skills.*

## Sustainability

---

**Success factors** The approach taken with the programme is very flexible, e.g. the curricula and activities are amended after each retraining period, feedback is collected from all stakeholders and used for improving the retraining process. There is strong cooperation between the state, training providers, ICT employers and representative organisations

**Barriers** There are no specific barriers. The programme has a very clear focus.

**Monitoring and evaluation** After each retraining period, feedback is collected from the participants (about 3 months after completion).

**Updates**

YES

*Feedback is collected after each retraining course, and the curricula and study process is amended accordingly.*

**Effectiveness** The training programme has a clear focus. It offers training and also internship opportunities. The programme trained around 500 people during 2017-2020

**Sustainability** Estonia is already experiencing serious labour shortages in the field of ICT and this will most probably continue, because its population is ageing and there are not enough students, or adults who choose ICT as their specialty. Therefore, if this initiative is successful then it is highly likely that it will continue.

## Other instruments in Estonia

---

- [Occupational barometer](#)  
Tööjõuvajaduse baromeeter
- [OSKA -System of labour market monitoring and future skills forecasting](#)  
OSKA - Oskuste arendamise koordinatsioonisüsteem

