

Official certification “SAP Certified Development Associate-ABAP with SAP NetWeaver 7.31”

Certificación Oficial “Desarrollador SAP Asociado-ABAP con SAP NetWeaver 7.31”



Spain

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Description

Timespan June 2013 - February 2014

Stage

NO LONGER OPERATIONAL

Similar courses about SAP for unemployed workers currently exist, although not with identical contents.

Focus area



MATCHING SKILLS FOR TODAY'S JOB MARKET

2

Foundations

Policy area



ADULT EDUCATION AND TRAINING

It provides professional training in the technology sector. It represents an active labour market measure.

Policy goal

The goal is to respond to the industry demand for computer programmers with skills in the SAP programming language. The instrument offered training courses in SAP technology for 200 unemployed people, through 8 courses for 25 people each. The duration of each course was 220 hours. The courses were organized in 5 cities: Madrid, Barcelona, Zaragoza, Sevilla and Bilbao. Courses provided an international certification, which improved the employability of participants.

Mismatch

EXPLICITLY DESIGNED TO ADDRESS SKILL MISMATCH

The course is specifically focused on one concrete skill demanded by the labour market.

Aim of policy instrument



UPSKILL AND MATCH SKILLS OF UNEMPLOYED



ADDRESS SKILL SHORTAGES

Legal basis

OTHER

Administrative level

NATIONAL

Main responsible body

Central PES (SEPE), through the Ministry of Employment and Social Security.

Stakeholders



GOVERNMENT (CENTRAL & REGIONAL)



TRAINING PROVIDERS (PUBLIC/PRIVATE)



OTHER

SAP Spain: the company involved in the design of the course and in the selection of students.

Realtech: the company involved in the design of the course and in the selection of students.

Academias MasterD: Private training centres, who implemented the course.

Central PES: Funding and selection of students.

Funding

It is financed by the State Public Employment Service. The cost of the training (€8 euro per hour for 220 hour for 200 participants) reached €352,000.

Intended beneficiaries

The expected benefit is to train the unemployed as computer programmers, improving their employability and providing talent to companies. Unemployed must be already programmers with experience in at least one programming language.

Processes

Use of labour market intelligence

-  DESIGN TRAINING PROGRAMMES TO ACTIVATE UNEMPLOYED
-  DESIGN STANDARDS AND ACCREDITATION
-  INFORM CAREER-MAKING DECISIONS OF STUDENTS
-  INFORM JOB-SEARCH DECISIONS OF UNEMPLOYED
-  ENABLE STRATEGIC BUSINESS DECISIONS

Two companies of the software sector (SAP and Realtech) have designed this course. SAP is the developer of the software product and Realtech is a software consulting firm, who has a deep knowledge of the concrete use of SAP solutions by companies. Thus, both hold an adequate knowledge of contents, labour market demands and are able to correctly design the course contents in line with these demands. The course is implemented by a private training centre (Academias MasterD) which has a network across several cities in Spain.

Financial schemes

Central PES subsidises this course, paying €8 per hour of course per student.

Frequency of updates

The course was organized over two years. Afterwards, other courses on SAP are offered for unemployed workers, updating the course contents. One example are the courses for unemployed within the Youth Guarantee scheme.

Barriers

One barrier was the access of participants living in different cities than the ones where the course was organized (Madrid, Barcelona, Zaragoza, Sevilla and Bilbao). To overcome this barrier, the PES provided economic support to these participants to ensure that there was no geographical discrimination.

Success factors The fact that the course is related with skills that are highly demanded in the labour market.
The course contents are designed by companies who have a deep expertise in the field and in the concrete skills needed by the labour market.

Monitoring The indicators to measure the progress are the number of students that complete the course.

Innovativeness **VERY INNOVATIVE**
The instrument consists of a training course in skills for the use of innovative software.

4 Sustainability

Evidence of effectiveness The course organizers guarantee that at least 60% of certified students will find a job. Interviews confirmed that more than 60% of students found a job afterwards. Benefits have been as expected. Students achieved a SAP certification at no cost, which usually costs around €4,000 - €5,000. Consequently, they improved their employability.

Engagement of stakeholders The continuous engagement of stakeholders require the continuation of the funding by the Central PES (SEPE).

Transferability **EASILY TRANSFERABLE**
The course contents and its methodology could be transferred to other countries.
Students obtain an international certification with the course, which makes their skills transferrable as well.

Sustainability The instrument was renovated in 2014-15, but not afterwards.
