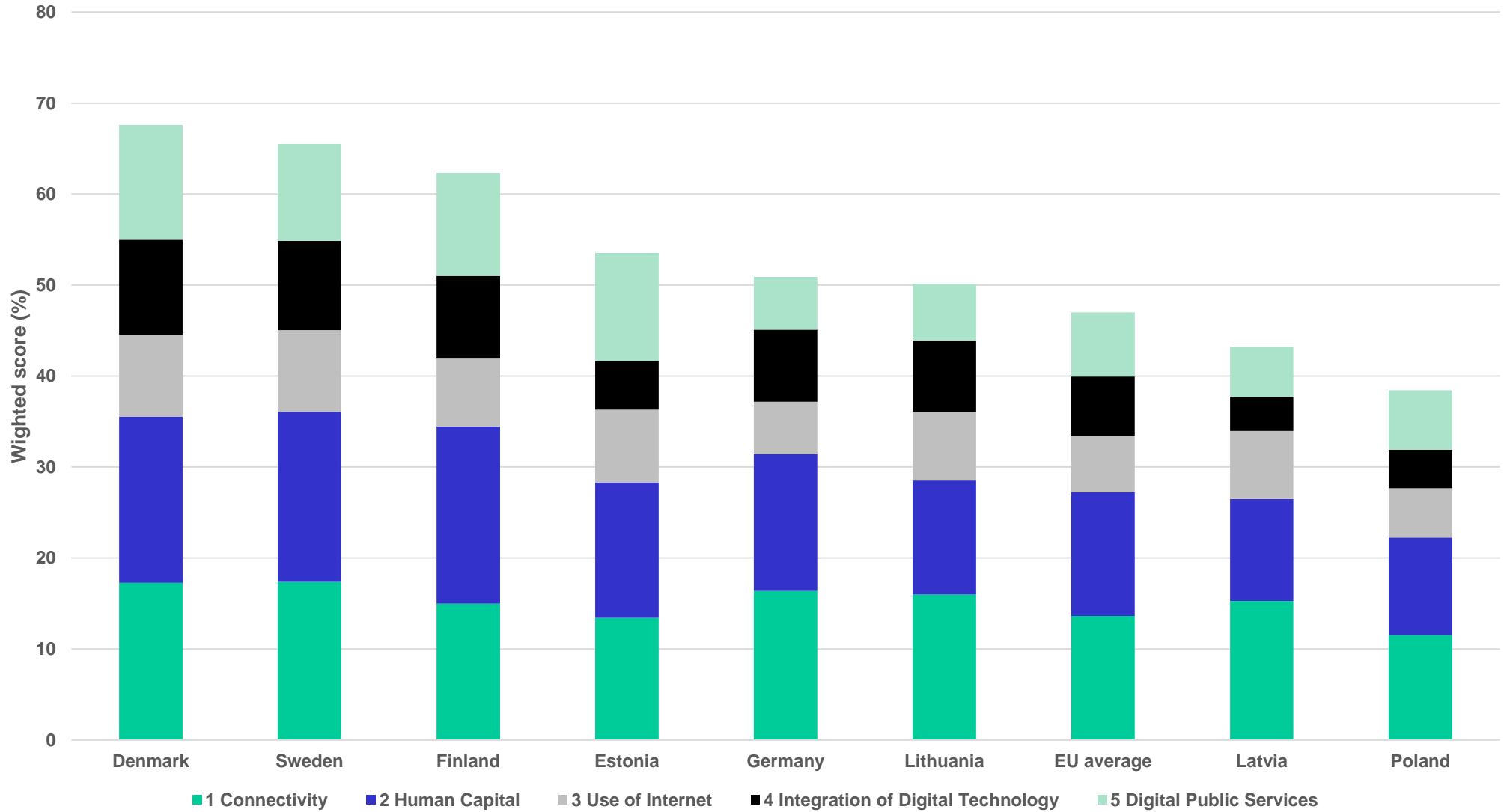# top of digital Europe

e-skills for jobs 2015, Riga

Torben Aaberg, Head of Public Affairs, BDF

Coding the Future –

the Challenge of meeting future e-skill demands in the Nordic-Baltic ICT Hub

sustainable growth
innovation
competitiveness

Baltic Development Forum

Microsoft

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Digital Economy and Society Index (DESI)

Wighted score (%)

■ 1 Connectivity ■ 2 Human Capital ■ 3 Use of Internet ■ 4 Integration of Digital Technology ■ 5 Digital Public Services

Denmark · Sweden · Finland · Estonia · Germany · Lithuania · EU average · Latvia · Poland

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	Denmark	Sweden	Finland	Estonia	Lithuania	Latvia	Germany	Poland	EU28
	score	score	score	score	score	score	score	score	score
DESI Human Capital Index	**0.73**	**0.75**	**0.78**	**0.59**	**0.5**	**0.45**	**0.6**	**0.43**	**0.54**
Internet Users individuals (aged 16-74)	**92%**	**91%**	**90%**	**82%**	**69%**	**72%**	**82%**	**63%**	**75%**
Basic Digital Skills individuals (aged 16-74)	**76%**	**78%**	**79%**	**69%**	**59%**	**57%**	**69%**	**46%**	**59%**
ICT Specialists employed individuals	**4.1%**	**4.8%**	**4.7%**	**3.2%**	**1.7%**	**1.7%**	**3%**	**2%**	**2.8%**
STEM Graduates Graduates in STEM per 1000 individuals (aged 20-29)	**19**	**16**	**22**	**13**	**23**	**14**	**16**	**18**	**17**

Survey: Interviews with 10 universities, 10 leading ICT companies, 10 ICT startups and venture capitalists in Sweden, Finland, Norway, Denmark and Estonia

Key tendency #1: Coding should start at an early age, maybe 3 to 6 years

Key tendency #2: Wanted: Extroverted programmers

Key tendency #3: Mobile apps and cloud computing may be underserved

Three e-Skill Challenges

- Empower the teachers

- Think in knowledge value chains

- Promote collaboration education / industry

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ICT Think Tank
for the Baltic Sea Region

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