

Supplementary appendix: List of initiatives that aim to improve the digital skills of workers

To provide a shared resource for *Digital Frontrunners* participants, we set out to collate a list of government-led and publicly funded initiatives that aim to improve the digital skills of workers. The following table presents the initiatives we have found.

The entries are drawn from desk research that took place from 15th-31st August 2018 and suggestions from *Digital Frontrunners* participants.

Our research scanned the websites of government ministries, government agencies, and international organisations in search of references to strategies, action plans, councils, practical initiatives and policies that focus on improving the digital skills of adults in work. While we made a firm effort to spot all relevant initiatives, the list is not exhaustive.

Initiatives that ended before 2017 were excluded.

The inclusion criteria are as follows:

- Government plays a role at a national or regional level
- The initiative or policy includes a focus on adults in work
- The initiative or policy is based in one of: Belgium, Denmark, Estonia, Finland, the Netherlands or Sweden
- The objective of the initiative is to raise digital and/or digital complementary skills

To view the full report, visit:

<https://www.nesta.org.uk/report/designing-inclusive-skills-policy/>

Country	Initiative name	URL	Short summary
Belgium	BeCentral	https://www.becentral.org/	A training centre that aims to make advancements in technology accessible for everyone by hosting a community of startups and digital initiatives such as coding schools.
Belgium	BeCode	https://www.becode.org/partners/index.html	A coding school that offers training in web and mobile development free of charge.
Belgium	Belgian Alliance for Digital Skills and Jobs	http://digitalbelgium.be/en/	A policy initiative to equip all Belgian citizens with digital skills by offering training and matching for digital jobs.
Belgium	Belgium Digital Skills Fund	https://www.kbs-frb.be/nl/Newsroom/Press-releases/2018/20180302NDDigitalSkills	A government fund that provides financial support to projects that teach digital skills to socially vulnerable young people and young adults.
Belgium	COFTeN	http://www.coften.be/	A training and orientation centre for digital technologies with a goal to train low-skilled jobseekers as computer technicians.
Belgium	Digitaal Talent@Gent	https://stad.gent/ghent-international/city-policy/e-inclusion-program-digitaaltalentgent	A digital inclusion programme that aims to unlock the digital potential of every citizen by setting up projects that focus on digital access, skills and inclusion together with local stakeholders.
Belgium	Digital Agenda	http://digitalbelgium.be/en/	A government action plan that outlines the digital long-term vision for the country and sets concrete ambitions to secure Belgium's digital future.
Belgium	Digital Wallonia	https://www.digitalwallonia.be/en	A strategy that sets a framework for public and private initiatives to promote digital transformation in Wallonia.
Belgium	Evoliris ASBL (The Professional Reference Center for ICT)	http://www.evoliris.be/	A centre for the identification, monitoring, validation and training of ICT skills in order to meet the demands of the labour market and education system.
Belgium	FabLab Mobile by the Centre d'Orientation et de Formation (COF)	https://www.cof.be/fablab/	A workshop that aims to popularize digital fabrication and 3D by organising training activities that offer everyone access to digital-3D tools and knowledge.
Belgium	Fyxxi: Future for our Youth with XXI Century Skills	https://www.fyxxi.be/	A project with a goal to equip teachers with better digital skills and tools to be used and integrated in the educational settings.
Belgium	Genre et TIC (Gender and ICT)	http://www.interface3namur.be/sensibilisation/genre-et-tic	A project to promote more diversity in the ICT sector by offering free courses for women.
Belgium	ICT-praktijkdag	https://www.ictdag.be/	A workshop that aims to boost the digital skills of educators by gathering together stakeholders working in the sector.
Belgium	Idealic	https://www.idealic.be/	A research project that aims to identify policies and initiatives that can support those at risk of digital exclusion.
Belgium	Maks Digitaal - Capital Digital - BeCode Anderlecht	https://maksvzw.org/en/	A training initiative that aims to boost digital skills and digital literacy for social inclusion through programming.

Belgium	Media Coach	https://en.mediawijs.be/mediawijsbe-launches-the-mediacoach-mooc	A training programme for professionals working with children and young people who want to integrate media literacy and other digital media related competencies into their own practice.
Belgium	Mediawijs	https://mediawijs.be/	The Flemish Knowledge Centre for Digital Media and Media Literacy, Mediawijs helps to build the digital and media competencies of citizens of the Flemish community in Flanders and Brussels.
Belgium	Molen Geek	https://molengeek.com/	A coding school and a co-working space with the aim to provide digital and entrepreneurial skills to all citizens and to open up new opportunities for at-risk youth.
Belgium	Sirius - Liege Coding school	http://sirius.possibles.org/	A coding school that aims to build the number of digital specialists in the workforce.
Belgium	Studio Digital by IDROPS	http://idrops.org/en/project/studio-digital/	A programme to coach vulnerable groups such as refugees in digital skills and introduce them to further training.
Belgium	Technobel	https://www.technobel.be/	A competence centre that provides training specific to ICT professions.
Belgium	The Cyber Way Finder	https://www.cyberwayfinder.com/	A workforce development programme to foster diversity in the cybersecurity sector by supporting women to gain relevant experience and building up a network of companies that have a need for qualified professionals.
Denmark	A solid ICT foundation – Strategy for ICT management in central government	https://en.digst.dk/policy-and-strategy/strategy-for-ict-management/	A strategy to improve central government's management of existing ICT solutions and enhance the digital skills of government staff.
Denmark	Danish Cyber and Information Security Strategy 2018-2021	https://en.digst.dk/policy-and-strategy/danish-cyber-and-information-security-strategy/	A strategy to enhance Denmark's digital security by strengthening national coordination on information security and enhancing the digital skills and knowledge of citizens, businesses and the authorities.
Denmark	Digital Hub Denmark	https://digitalhubdenmark.dk/	Digital Hub Denmark aims to strengthen Danish digital growth and fill the growing gap of the ICT specialists by improving access to talent, and facilitating collaboration on digital business models between larger companies, start-ups and universities.
Denmark	Digital Strategy 2016-2020	https://en.digst.dk/policy-and-strategy/digital-strategy/	A strategy to support the digitisation of the public sector in Denmark.
Denmark	SME: Digital	https://investindk.com/insights/the-danish-government-presents-digital-growth-strategy	An initiative to support Danish small and medium sized enterprises to make the most of the opportunities of digitalisation.
Denmark	The Danish Centre for Applied Artificial Intelligence	https://alexandra.dk/uk/cases/danish-centre-applied-artificial-intelligence	The centre aims to offer Danish companies easy access to cutting-edge expertise in machine learning, artificial intelligence and big data by supporting networks and collaboration in the field and offering access to data platforms and human resources.
Denmark	The Disruption Council	https://lo.dk/en/the-disruption-council/	A multi-stakeholder partnership set up to collectively explore the challenges and opportunities of digitalisation in Denmark, with a focus on skills and the labour market.

Denmark	The Strategy for Denmark's Digital Growth	https://eng.em.dk/media/10554/digital-strategy-fact-sheet.pdf	A strategy to support the digitalisation processes in Denmark, to create a more dynamic business environment for small and medium-sized enterprises and to ensure that citizens have the right tools to engage in the digital transformation.
Denmark	The Technology Pact	http://www.teknologipagten.dk/	A government initiative and a multi-stakeholder partnership set up to ensure that the workforce meets the growing demand for digital and technological skills.
Estonia	CHOOSE IT- SW Developers bootcamp'	www.vali-it.ee	A training bootcamp to increase the the number of software developers in Estonia.
Estonia	Digital Agenda 2020	https://www.mkm.ee/sites/default/files/digital_agenda_2020_estonia_engf.pdf	A government agenda to create an environment that facilitates the use of technology for economic growth, continuous employment and an increase in digital skills.
Estonia	Estonian Lifelong Learning Strategy 2020: Digital Focus	https://www.hm.ee/en/activities/digital-focus	A government strategy to improve the digital skills of the Estonian citizens by applying digital technology in education in a more efficient way and enhancing access to new digital infrastructure.
Estonia	Knowledge-based Estonia 2014-2020	https://www.hm.ee/sites/default/files/estonian_rdi_strategy_2014-2020.pdf	A government strategy for research, development and innovation that has an important section on digital skills.
Estonia	OSKA prognosis system	http://oska.kutsekoda.ee/en/	A programme that seeks to guarantee Estonian economic growth by analysing labour market demand and supply.
Estonia	ProgeTiger Programme	https://www.hitsa.ee/it-education/educational-programmes/progetiger	The programme seeks to enhance students' and educators' technological literacy and digital competence through activities that integrate engineering sciences, design and technology, and ICT into teaching.
Estonia	Robootika	https://www.robootika.ee/	An initiative aiming to equip schools with modern technology for learning by providing training on robotics.
Estonia	The National Digital Skills and Jobs Coalition	http://www.vaatamaailma.ee/projects/estonian-digital-skills-and-jobs-coalition	The coalition aims to develop the digital skills of Estonians by carrying out activities such as training with both citizens and companies.
Finland	Artificial Intelligence Programme	https://www.tekoalyaika.fi/en/	A government strategy to help Finland to become one of the world's leading countries in the application of artificial intelligence.
Finland	DigiKyky (Digi Capability)	http://portal.savonia.fi/amk/en/rdi/rdi-projects-and-entrepreneurship/digikyky-enhancing-companys-digital-capabilities-order	A project consisting of various training programmes to support the digitisation of businesses and to enhance their capabilities, productivity and competitiveness.
Finland	Digiaikakauden taidot ohjelma (The skills for the digital era programme)	https://minedu.fi/artikkeli/-/asset_publisher/digiaikakauden-taidot-ohjelma-kaynnistyy-koulutuksiin-haettavissa-7-miljoonaa	A new government action plan to strengthen the digital skills of adults by supporting and funding training.
Finland	Elements of AI Course by Finnish Center for Artificial Intelligence (FCAI)	http://www.elementsofai.com/	A free online course to improve the basic AI knowledge of Finnish citizens.

Finland	eOppiva	http://www.eoppiva.fi/	A project to improve the digital skills of state employees through online learning.
Finland	Headai	http://www.headai.com/	A company that is mapping skills needs and provision in Finland for the benefit of both the public and private sector.
Finland	Integrify	http://www.integrify.fi/	A programme that seeks to support the integration of immigrants into society by offering training in software development and coding.
Finland	Kokeileva Suomi (Experimental Finland)	https://kokeilevasuomi.fi/en/frontpage	An initiative that seeks to build a culture of experimentation inside government and all levels of society; it supports experiments for digital skills.
Finland	Osaamisen ennakointifoorumi (Skills Foresight Forum)	https://www.oph.fi/tietopalvelut/ennakointi/osaamisen_ennakointifoorumi	A forum of multiple stakeholders that is working to anticipate the necessary skills for the future.
Finland	Software Robotics by the Finnish Government Shared Services Centre for Finance and HR (Palkeet)	https://suomidigi.fi/pelikirja/digikarkihankkeet/talous-ja-henkilostohallinnon-palvelukeskuksen-ohjelmistorobotiikka/	A government project to improve the development of public services through the adoption of robotics and software, and to increase the skills needed to support their use.
Finland	Talent Boost	https://tem.fi/en/talent-boost-en	A cross-sectoral programme to attract international talent and investments to Finland to facilitate growth.
Finland	Digipolku töihin (Digipolku Work project)	https://www.ok-sivis.fi/hankkeet/digipolku-toihin.html	A project to develop the skills of people with low digital skills by increasing cooperation between work-based and vocational training.
Finland	Työelämä 2020 (Working Life 2020)	http://www.tyoelama2020.fi/	A government strategy to promote innovation and productivity, skills and competencies, health and wellbeing as well as trust and cooperation in workplaces.
The Netherlands	De Creatieve Code (The Creative Code)	http://www.decreatievecode.nl/	A project to equip students and teachers with digital skills, creativity, and problem-solving competencies by inspiring and educating
The Netherlands	Digital Acceleration Netherlands (DAN)	https://investinholland.com/cisco-launched-digital-acceleration-netherlands/	An investment programme that seeks to boost the digitisation of the Dutch economy and society and support the strategies of The Dutch Digital Agenda.
The Netherlands	ECP – Platform for the information society	https://ecp.nl/	An independent platform where government, industry and social organisations work together to ensure that as many people as possible have digital skills in the Netherlands.
The Netherlands	Human Capital Agenda IT	https://dutchdigitaldelta.nl/hca-ict	A government action plan to ensure a continuous supply of trained ICT professionals in the labour market and better digital skills in education.
The Netherlands	Katapult	https://wijzijnkatapult.nl/default.aspx	An initiative to improve regional co-operation between educational institutions and businesses, ensuring that the labour market is supplied with appropriately skilled people.
The Netherlands	Make IT Work	https://www.it-omscholing.nl/nl/	A project that seeks to address immediate skills gaps by retraining highly educated and motivated people for the ICT sector.
The Netherlands	Roc Mondriaan	https://www.rocmondriaan.nl/	An institution that was set up to diversify the cybersecurity sector by attracting new talent and focusing on underrepresented groups in the labour market.

The Netherlands	STEM Teacher Academy	https://www.techniekpact.nl/uitgelicht/stem-teacher-academy	A government programme tasked to build long-term links between tech companies and education by supporting the STEM teachers in secondary education to gain digital skills.
The Netherlands	Talent voor de Toekomst (Talent for the Future)	https://www.amsterdameconomicboard.com/talent-voor-de-toekomst	An initiative to create a more adaptable workforce by supporting new digital skills and job creation in Amsterdam.
The Netherlands	TechConnect	https://www.amsterdameconomicboard.com/projecten/techconnect	A programme that aims to bridge the mismatch between supply and demand in the tech sector in the Amsterdam Metropolitan Area.
The Netherlands	The Digital Agenda	https://www.government.nl/documents/reports/2018/06/01/dutch-digitalisation-strategy	A government strategy to digitise the Dutch economy through education, knowledge and innovation.
The Netherlands	The Dutch National STEM Platform (PBT)	https://www.pbt-netwerk.nl/	A multi-stakeholder initiative with the aim to secure continuity and sustainability in skills development and to make sure that the supply of technical professionals is in balance with the demand of the labour market.
The Netherlands	The Dutch Technology Pact 2020	https://www.techniekpact.nl/	A multi-stakeholder partnership to create a sustainable workforce for the technology sector by training more technical talent and making employment in the tech sector more attractive.
Sweden	A new competence centre for Artificial Intelligence	https://computersweden.idg.se/2.2683/1.703991/regeringen-ai-fortbildning	A new initiative to increase Sweden's competencies in AI by developing educational activities and research.
Sweden	DigiCreate	https://www.esf.se/sv/Resultat/Projektbanken-2014-2020/Alla-Projekt/DigiCreate/	A project with the aim to boost digital skills among companies and entrepreneurs in cultural and creative industries.
Sweden	Digidelnätverket (Digidel network)	http://digidel.se	A network to promote digital participation and opportunities for people to enhance their digital skills in Sweden.
Sweden	DigiFuture	http://www.mitc.nu/sv/digifuture	An initiative by MITC that seeks to increase digital competencies of the Swedish industrial companies with the help of coaches and experts in digitalisation. It's a continuation for the companies that participated in the Digilyftet project, but also for new companies.
Sweden	Digilitt.com	https://www.esf.se/sv/Resultat/Projektbanken-2014-2020/Alla-Projekt/DigiLittkom/	A collaborative initiative by multiple municipalities with the aim to increase digital knowledge and use of digital tools among employees in healthcare.
Sweden	Digilyft	https://regionvasterbotten.se/it/digilyft-for-industriforetag/digilyft-vasterbotten/	This past initiative aimed to support industrial companies to benefit from digital technology by raising awareness about the potential of digitalisation to strengthen competitiveness, create business benefits and build networks.
Sweden	Digital Kompetens i Norrbotten (Digital Competence in Norrbotten)	https://www.esf.se/sv/Resultat/Projektbanken-2014-2020/Alla-Projekt/Digital-Kompetens-i-Norrbotten/	A project that seeks to increase the digital skills of healthcare workers and increase organisations' abilities to lead and implement digital change at work.
Sweden	Digital Skills and Jobs Coalition	https://ec.europa.eu/digital-single-market/en/news/sweden-launches-digital-skills-and-jobs-coalition-19th-coalition-europe	An initiative that seeks to boost digitalisation in Sweden and ensure sufficient skills supply in the labour market.

Sweden	Digital SME	https://www.esf.se/sv/Resultat/Projektbanken-2014-2020/Alla-Projekt/Digital-SME/	A collaborative initiative to raise the digital competencies of SMEs in Sweden.
Sweden	GoDig!	https://www.esf.se/sv/Resultat/Projektbanken-2014-2020/Alla-Projekt/GoDig/	The project aims to secure digital development, continuous learning and future labour supply in the healthcare sector by developing the digital skills of the employees and creating learning organisation models in Swedish municipalities.
Sweden	Jobtech by the Swedish Public Employment Service	https://www.arbetsformedlingen.se/Globalmeny/Other-languages/About-us.html	A platform with a goal to stimulate the development of digital services that enhance job matching in Sweden, and which enable workers to identify the skills that they need for the labour market.
Sweden	Kickstart Digitalisering (KickStart Digitalization)	https://www.kickstartdigi.se	A national programme that seeks to engage SMEs into digitisation efforts and to kickstart their digital journey by a 2-day workshop.
Sweden	Skills360 Hackathon	http://www.skills360.se	A collaborative initiative that aims to develop practical solutions for the development and use of digital skills by citizens.
Sweden	The Digitalisation Strategy	https://www.government.se/press-releases/2017/06/action-on-digital-transformation/	A government strategy to secure a sustainable digital transformation in Sweden.
Sweden	Vinnova's short specialist courses for lifelong learning	https://www.regeringen.se/pressmeddelanden/2018/02/korta-specialistkurser-for-livslangt-larande/	New pilot projects of higher education courses to improve Sweden's research and innovation capabilities through enhanced digital skills.
Sweden	Vux 2.0 (Adult 2.0)	https://www.esf.se/sv/Resultat/Projektbanken-2014-2020/Alla-Projekt/Vux-20/	The project seeks to make education more accessible to all regardless of gender or disability by introducing new digital tools and raising the digital skills of teachers in adult education in the city of Stockholm.
Sweden	Westcomp 0.1	http://www.westum.se/westkomp/	A project with a goal to strengthen the digital skills of SMEs in the hospitality industry.