GREENBRIDGE Syllabus

Course on Digital Skills - 2.3 Aligning Digital Skills Training with Labor Market Needs

General description of the course

Aligning Digital Skills Training with Labor Market Needs

This course enables participants to assess and map VET digital competences against labour-market demands and DigComp 2.2. Participants will learn to design a practical Continuous Professional Development (CPD) plan with clear KPIs and change-management steps that nurture a responsive digital culture.

Learning outcomes

By the end of the course, participants will be able to:

1. Use skills intelligence from labour-market sources to map existing VET competences against the DigComp 2.2 framework, identifying priority gaps and overlaps.
2. Design a structured Continuous Professional Development (CPD) plan that defines a target group, sets measurable learning outcomes, and selects appropriate training formats and resources.
3. Develop strategies for cultivating a responsive digital culture, including establishing support structures and creating a shared repository of resources to promote inclusive practices.

Structure and content of the course

Module 1: Skills Intelligence and DigComp Mapping

In this module, participants will learn to use skills intelligence to strategically assess their VET provision. You'll practice reviewing labour-market data, such as job briefs and ESCO profiles, and use this intelligence to map your institution's digital competences against the DigComp 2.2 framework to identify critical gaps and areas of strength.

Topic 1.1

Gathering Intelligence on Current and Emerging Digital Skills: Learn to collect and review data from job briefs and sector snapshots to understand current labour-market demands. Special focus will be given to identifying emerging and advanced skills such as those related to automation, mechatronics, and digital service delivery.

Topic 1.2

Mapping Competences to DigComp 2.2: Understand the structure of the DigComp 2.2 framework and practice mapping existing or planned VET competences to its different areas.

Topic 1.3

Gap and Overlap Analysis: Use the results of the mapping exercise to perform a gap analysis, clearly identifying which digital competences are underdeveloped or missing in the current VET offer.

Module 2: Developing a CPD Plan for VET Providers

In this module, you'll move from analysis to action by designing a comprehensive Continuous Professional Development (CPD) plan. Participants will learn to structure a plan with a clear purpose, defined target groups, and measurable learning outcomes linked to DigComp 2.2. You'll also evaluate various delivery modes and formats to ensure the plan is effective and accessible.

Topic 2.1

Defining the CPD Purpose and Target Group: Learn to state the context and objectives of a CPD plan based on skills intelligence and to clearly define the target audience for tailored delivery

Topic 2.2

Writing Measurable Learning Outcomes: Practice creating effective learning outcomes using action verbs (e.g., identify, apply, create), ensuring each outcome is linked to a specific DigComp 2.2 competence area.

Topic 2.3

Selecting Training Modes and Resources: Review and select appropriate training formats (e.g., micro-learning, workshops) and delivery modes (online, hybrid), while identifying necessary resources and accessibility needs.

Module 3: Cultivating a Responsive Digital Culture

In this module, participants will explore strategies for embedding digital competence within their institution's culture. You'll examine different models for upskilling staff and learn how to build essential support structures, such as digital champions and help

channels. The module culminates in planning a central repository of resources to foster consistent and inclusive digital practices across the organization.

Topic 3.1

Models for Digital Upskilling: Explore and compare various models for professional development, including short refreshers, formal online courses, peer mentoring, and practical workshops.

Topic 3.2

Building Sustainable Support Structures: Learn how to establish an effective support system through a network of digital champions, dedicated help channels, and peer-support groups.

Topic 3.3

Creating a Central Resource Repository: Plan the creation and maintenance of a shared repository for digital tools, best-practice guides, and learning materials to ensure consistency and promote inclusive practices.

Topic 3.4

Strategies for Industry Collaboration: Explore practical methods for building and maintaining strong partnerships with local businesses. Topics include establishing industry advisory boards, co-designing curriculum modules, and creating opportunities for guest lectures to ensure ongoing alignment with labour market needs.

Learning and teaching activities

- Self-paced online learning with provided materials; including text, images and AI-generated videos
- Sessions with lecturers to introduce the new material
- Discussions   (Training   session   with   lecturer)

Schedule and duration of the course

	Training session with lecturer (physically or online)	Independent learning / Self-learning
Module 1	1 hour	30 min
Module 2	1 hour	30 min
Module 3	1 hour	30 min

Evaluation methods

- Self-assessment questionnaire will be provided after each module including single choice-answer questions.