Unlocking the power of AI skills in Europe

4 July | 16:00 CEST

HYBRID

**EIT HOUSE,
RUE GUIMARD 7, BRUSSELS**

eit Community
Artificial Intelligence

Co-funded by the
European Union

European
DIGITAL SME
Alliance

AI UPSKILLING

Unlocking the power of AI skills in Europe

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DEEP TECH TALENT IN AI

Upskilling and improving your competitiveness through AI

Introducing **Skill Sync**, your one-stop solution for upskilling and improving competitiveness through AI

- Discover the missing training offer in your region

- Personalise your training itinerary

- Empower your team or community with the skills and knowledge they need

Get access to over 10,000 courses, 600 Deep Tech skills and 300 EIT-supported startups working in AI

→ Our expert advisors will help you to design training plans, create policies for innovation and improve staff competencies to stay competitive in a fast-changing market.

Start-ups, SMEs and corporates

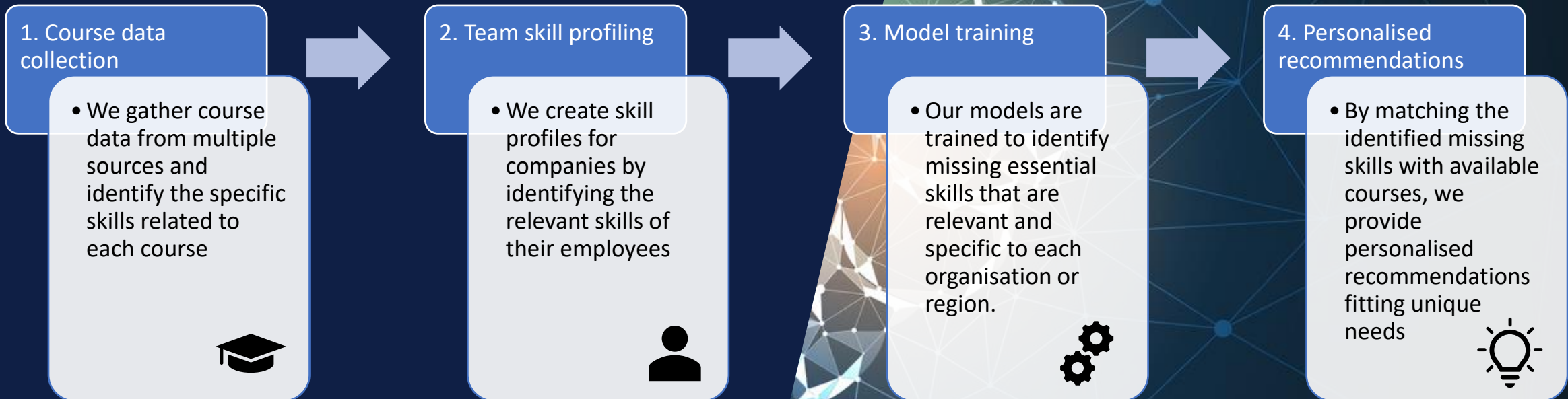Universities and educational institutions

Public authorities and policymakers

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DEEP TECH TALENT IN AI

Our system is the result of a comprehensive process that combines cutting-edge technology and expert knowledge

1. Course data collection

- We gather course data from multiple sources and identify the specific skills related to each course

2. Team skill profiling

- We create skill profiles for companies by identifying the relevant skills of their employees

3. Model training

- Our models are trained to identify missing essential skills that are relevant and specific to each organisation or region.

4. Personalised recommendations

- By matching the identified missing skills with available courses, we provide personalised recommendations fitting unique needs

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Europe's Most Needed AI Skills and Roles

AI Skills Needs Analysis report 2023
Artificial Intelligence Skills Alliance Project

ARISA, the project

ARISA delivers a strategic approach to **sectoral cooperation** on the development of **Artificial Intelligence (AI) skills** in Europe.

Focus on **Artificial Intelligence**

4-year **Erasmus+ funded** project (2022-2026)

20 partners from 12 EU countries

ARISA Skills Analysis Report

Industry questionnaire 409 Responses

Job Vacancy analysis
2563 Job advertisements

Expert focus groups
145 Participants

Desk research on AI roles and skills
243 articles and other documents

Desk research on supply of AI learning programmes
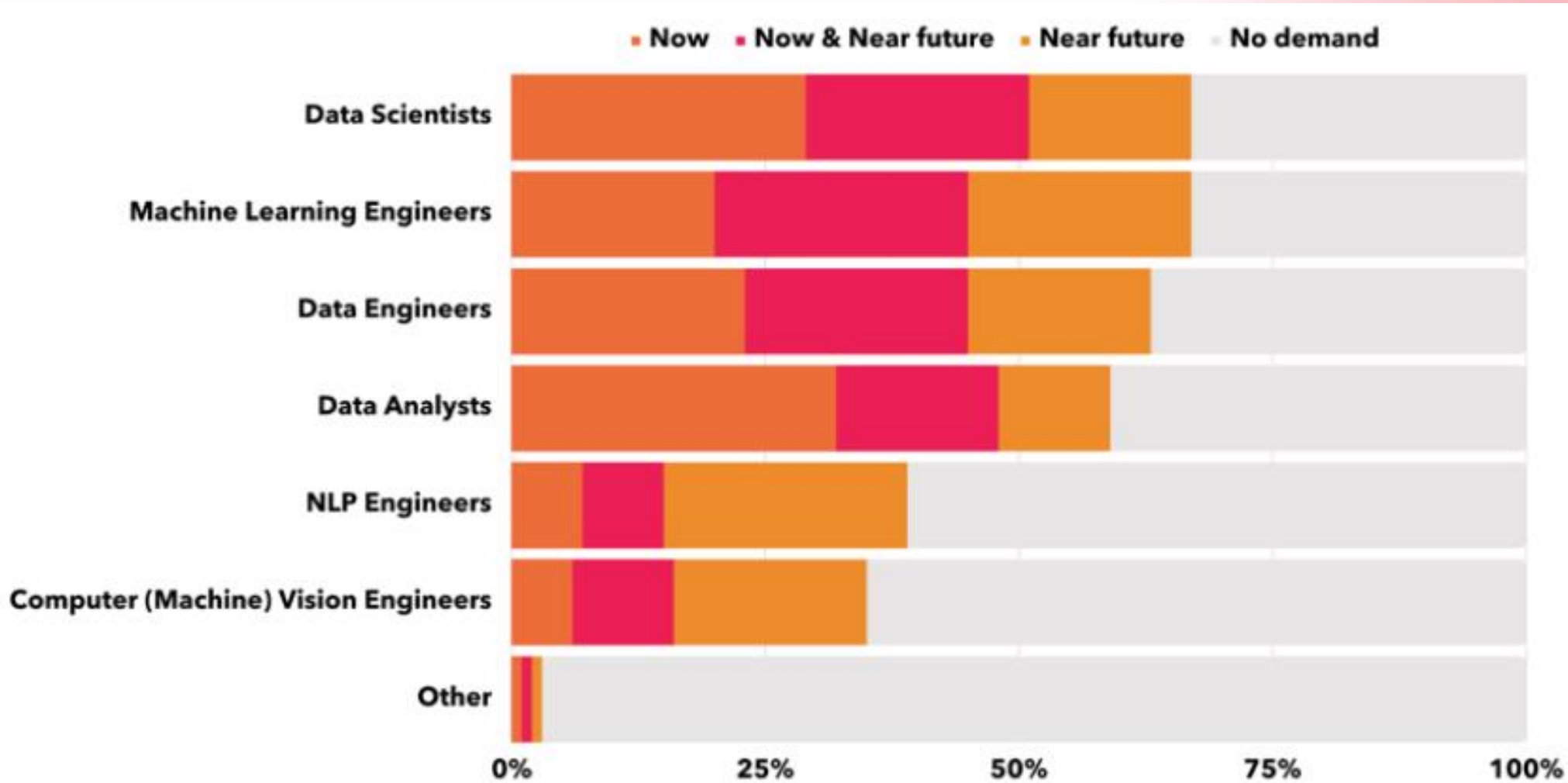772 learning programmes

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AI-related roles

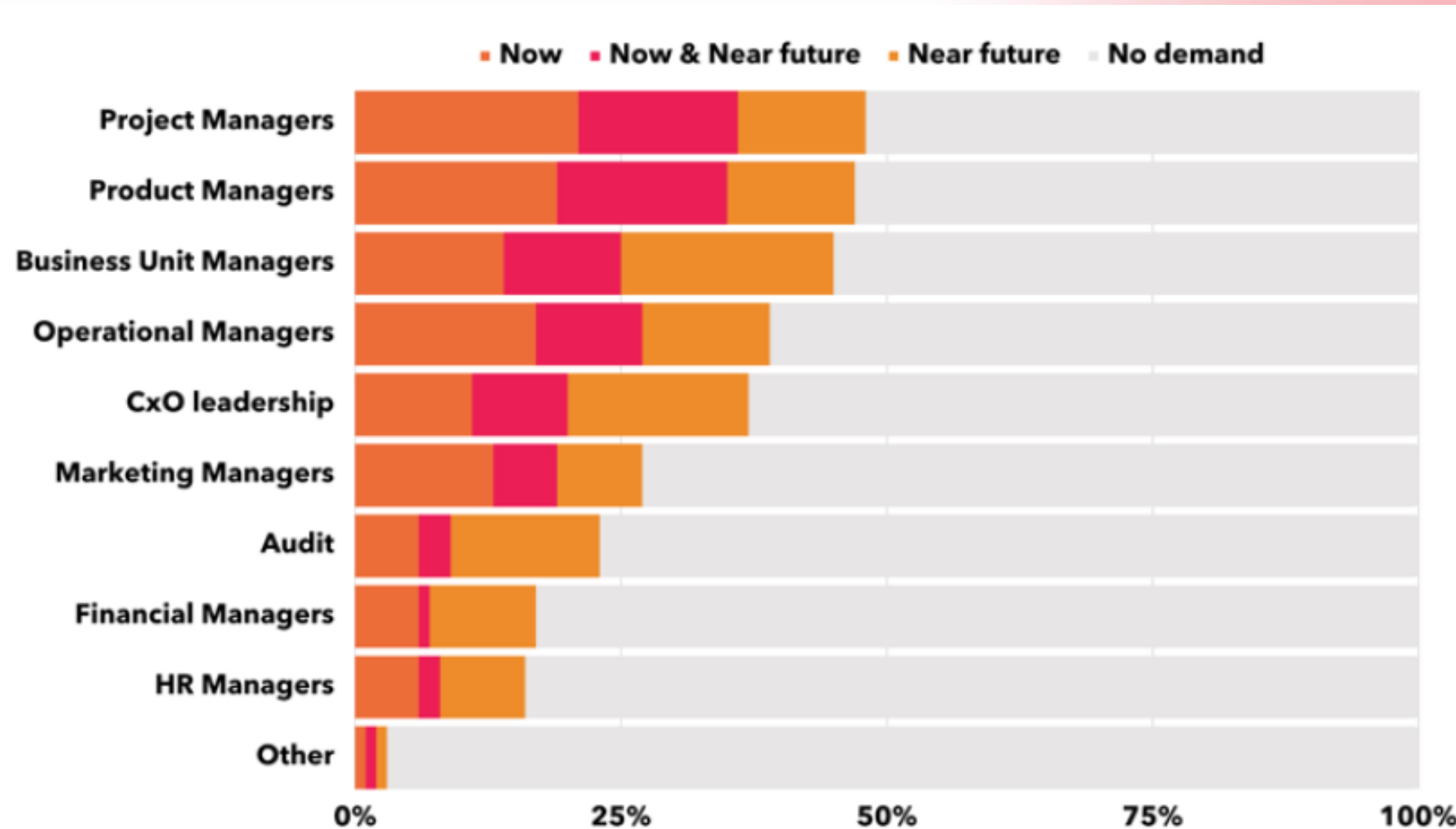AI practitioners,
AI management
& Support

Non-AI professionals
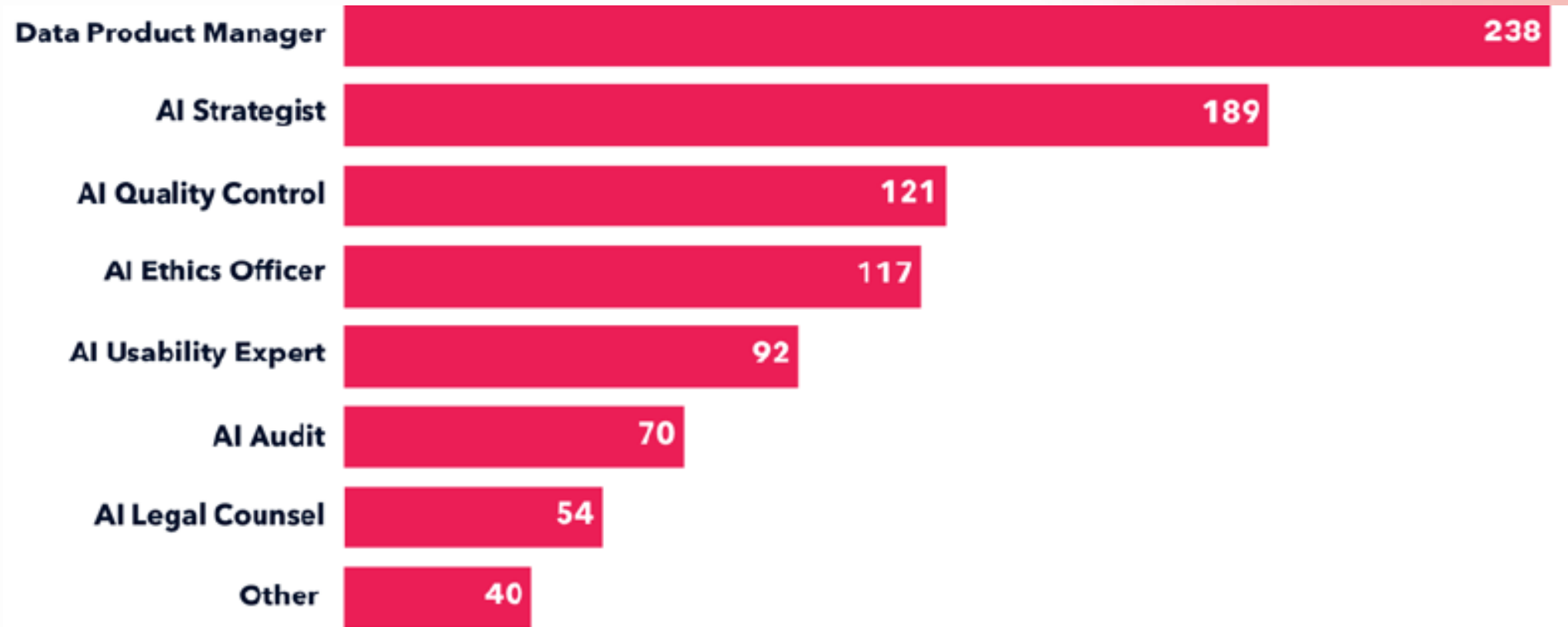such as decisionmakers,
and policymakers

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Technical AI practitioner roles now and in the near future

Managerial decision-making roles requiring AI skills now and in the near future

AI management and support roles

AI-related skills

Technical profiles, including soft skills, transversal skills and skills related to functioning in an organization.
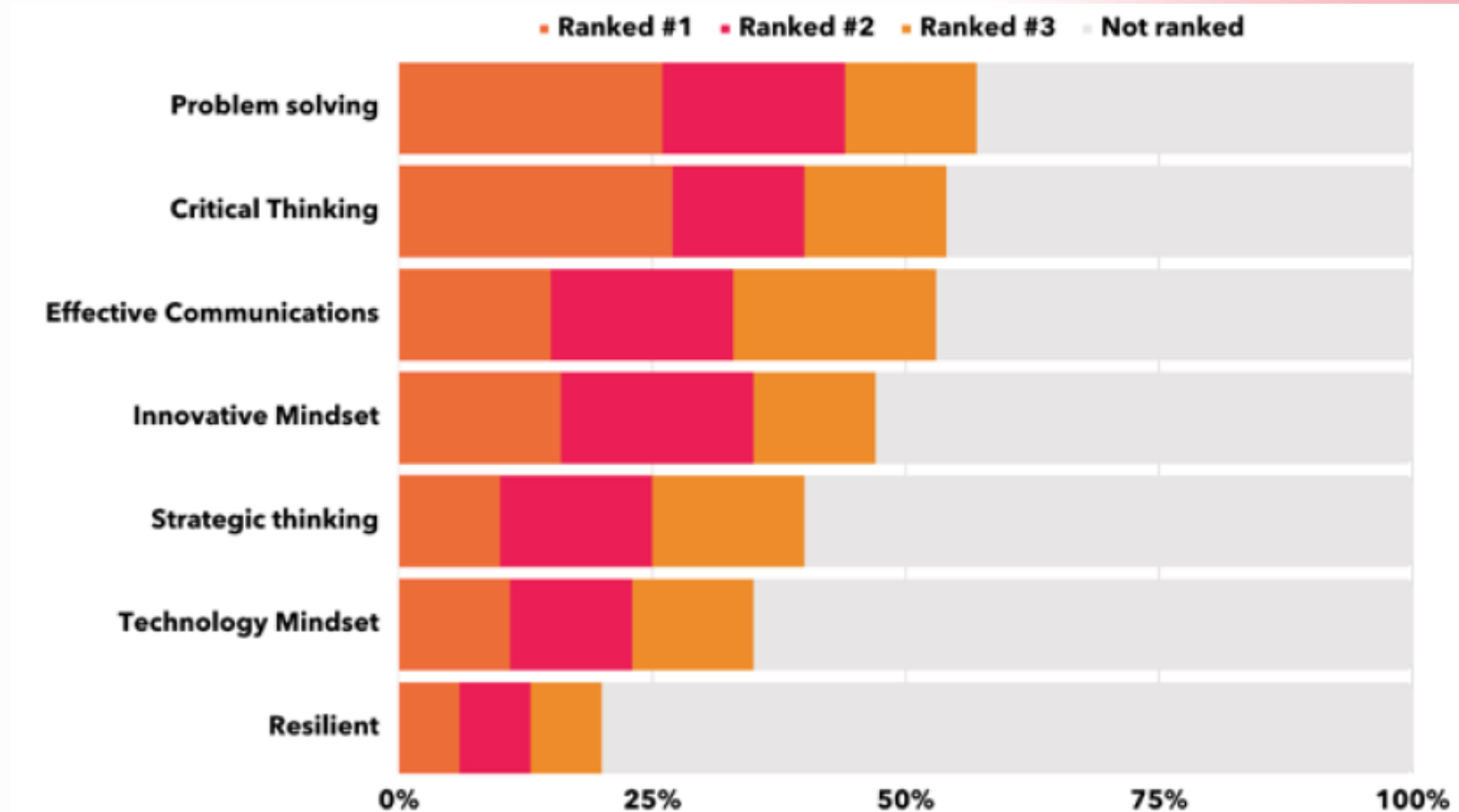

Basic AI knowledge & skills (basic technical terminology & practice, ethics, and law & regulations) and AI advisory skills (managing risks of AI, AI compliance, formulating a digital strategy (incl. AI) or a specific AI strategy, change management & implementing AI).

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AI skill requirements

Legend: Ranked #1, Ranked #2, Ranked #3, Not ranked

Categories (top to bottom):
- Understanding the business opportunity
- Obtaining good quality data
- Securing the AI expertise
- Designing Data Products
- Understanding the regulation & compliance
- Making time to build a practical AI strategy
- Building an AI-organisational culture
- Understanding the technical systems
- Managing a diverse team of experts

X-axis: 0%, 25%, 50%, 75%, 100%

Soft skills for AI success

Legend: Ranked #1, Ranked #2, Ranked #3, Not ranked

Categories (top to bottom): Problem solving, Critical Thinking, Effective Communications, Innovative Mindset, Strategic thinking, Technology Mindset, Resilient

X-axis: 0%, 25%, 50%, 75%, 100%

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20

Learning programmes

Large offer for most common roles: data scientist, AI engineer and machine learning engineer.

Although specialised AI policymaker and decisionmaker roles are not needed at the highest level of an organization there is a clear need for roles such as AI ethical advisors, AI legal experts, AI strategy and AI technology advisors. However, currently programmes for these roles and related skills are in limited supply.

Gaps to address urgently

➢ **Basic AI knowledge for policy- & decision-makers**: Firstly, a short course on basic AI knowledge will be implemented, designed to provide policymakers and decision-makers with essential insights into AI. The course will be structured in a workgroup style, lasting a couple of hours at the most to ensure efficiency.

➢ **AI Advisory skills**: Additionally, an AI advisory skills course will be designed, developed and implemented. This course is specifically tailored for advisors of policymakers, lobbyists, and CIOs to equip them with the necessary skills to navigate AI-related issues effectively.

➢ **Prompt engineering**: This course primarily targets practitioners such as software developers and machine learning engineers, aiming to enhance their expertise in prompt engineering techniques.

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THANK YOU FOR JOINING!