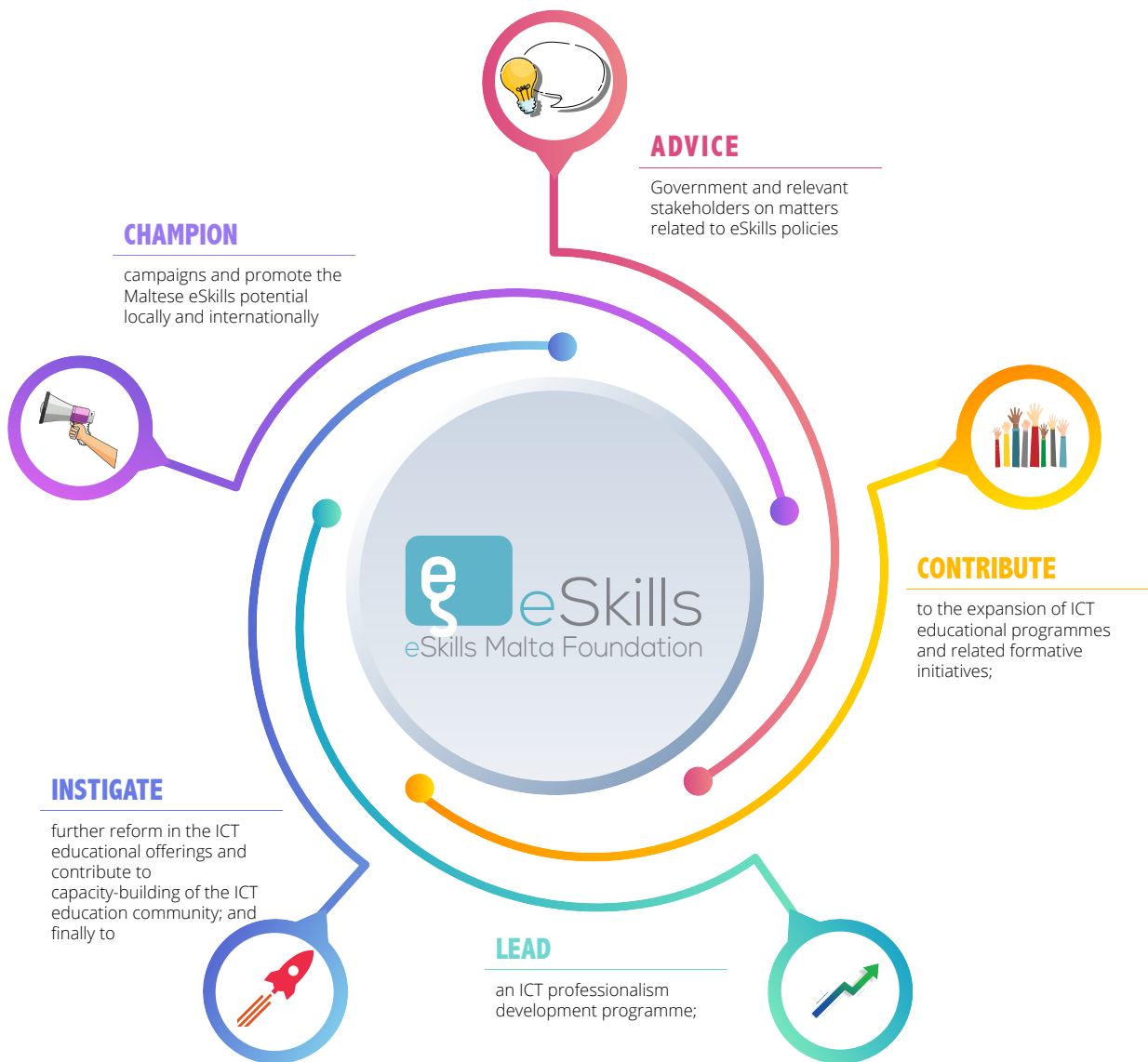

ANNUAL REPORT 2020



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Our Mandates





Annual Report 2020

The eSkills Malta Foundation, which was set up in 2014, is committed to focus on the ICT skills that are fundamental to developing a resilient ecosystem of institutional and human capital, to sustain a Digital Economy through the further advancement of skills and competences, related to ICT in Malta. The Foundation will continue to work closely with collaborating partners, to implement the underpinning policies, taxonomies, resource demand and supply monitors, supporting standards and incentives that government, industry, and society require, nurturing the ICT skills, for a leading Information Society and Digital Economy.

The Government remains fully committed to support the Foundation as a key player in the implementation of the National Digital Strategy (2014 - 2020).

Introduction from the Chief Administrator



“The pandemic has clearly shown us that digitalisation is a crucial element to the industry and its workforce, education of any level, and any person in society”.

The year 2020 was very challenging for the eSkills Malta Foundation. The COVID-19 pandemic brought about a health disaster, loss of lives, devastation, negative disruption, loss of business, loss of employment, and a sizeable jolt in everyone’s well-being. Our initiatives were the last in anybody’s mind. Priorities changed for everyone, our partners, stakeholders, organisations and their respective owners and employees.

However, we persisted in finding a way to achieve our objectives in the “new normal” that the pandemic subjected us. Suddenly, the business model needed considerable adjustment to cope, bringing about a drastic change in resources, competencies and skills, even to the digital sector.

During 2020, we introduced several initiatives to help with the pandemic. Of noteworthy on this subject one must include: The virtual Covid-19 Free education where we uploaded various training online training sessions. These included course sessions for students, teachers, SMEs, society and ICT practitioner in collaboration with PwC Malta, the Foundation developed a series of online courses regarding the digital transformation that organisations can adapt, especially during and following the pandemic. An important milestone in 2020 for the Foundation is the National eSkills Strategy 2019-2021, launched on 13th March, making Malta the first EU Member State to have a national strategy for digital skills.

The Strategy was launched by the Parliamentary Secretary for Financial Services, Digital Economy and Innovation, and addressed by Mr Gerard de Graaf, Director for the DG Connect at the European Commission, who forecasted Malta to become one of the leading countries in digital skills.

Emerging technologies are nowadays pervasive with all of society, industry, and education. Noteworthy is our introduction of the “Elements of AI” online course, in collaboration with the University of Malta, developed by the University of Helsinki and Reaktor.

We also reached an agreement with the Ministry for the Family, Children’s Rights, and Social Solidarity to support their very valid initiative about Fraud and Scams as part of their GEMMA initiative.

Another important milestone is introducing AMAZON (AWS) courses in Malta, funded by the Melita Foundation. eSkills Malta Foundation created and led this initiative. Through negotiation, the Foundation managed to get a special deal from AWS to provide these courses through the sole authorised Trainer in Malta.

A Cybersecurity conference organised by the Foundation, in collaboration with the University of Malta, Cybersecurity Malta, MITA and support by the Cybersecurity expert Mr Keith Cutajar. The content of the conference was very interesting, with various contributors, including Europol and the BCS.

Alot of initiatives were carried out through exceptional circumstances, thanks to my hard-working members of the Foundation.

We are hopeful and full of confidence in facing the future to continue our journey of upskilling and reskilling and also increasing our digital skills. We feel that we are making an effect in this respect. We can safely say the eSkills Malta Foundation contributed to the marked improvement in the European Digital and Society Index (DESI) ranking. In April 2020, Malta ranked 5th overall and 6th in Human capital out of 28 countries.

We are not alone in our journey, and I would like to thank our various stakeholders who had chosen to support and collaborate with us and the Ministry for Economy and Industry, who were always present when we needed their support.

Founder Members



Carm Cachia
Chief Administrator



Anthony Vassallo
Malta Enterprise



Marcel Cutajar
*Malta Chamber of Commerce
Enterprise and Industry*



Etienne Gatt
Malta Gaming Authority



David Sant
*Malta Information
Technology Agency*



Grazio Grixti
*Ministry for Education
and Employment*



Joseph Seychell
*Malta Communications
Authority*



Donnha Barbara
*Ministry for Economy / Ministry
for Energy, Enterprise and
Sustainable Development*

Introduction

Malta has always punched well above its weight as it has always wisely managed to use its size paired with its people's ingenuity diligently and to society's advantage. An excellent educational system coupled with an outstanding training setup makes sure that the human resource element on offer is always cognizant and skilled of the latest trends.

The country's steadiness, geographic position coupled with the business incentives offered and a Government always willing to adopt and regulate new technologies has enabled a workforce to flourish and an economy to reap these benefits. This is clearly shown in several reports. In fact, amongst all members of the European Union, Malta ranks 5th overall in the Digital Economy and Society Index (DESI), and 6th in the Human Capital of the same Index. DESI is compiled annually by the European Commission to serve as a barometer of countries in the Digital sector.

Malta has always found the management of human resources challenging. The Digital Industry requires human resources with ICT skills not just in quantity but also in quality and equipped with the right skills set. Together with this, the requirements for digital skills has increased due to the technology seeping into every aspect of our lives.

The pandemic and its repercussions have catapulted mercilessly the world into the digital sphere. This has required many businesses to adapt quickly or perish. Like with every cataclysm, firms and people must become accustomed to the new circumstances to survive and hopefully thrive.





LAUNCHES

Elements of AI

The Elements of AI, which was launched on the 8 October 2020, is a free online course created by Reaktor and the University of Helsinki. eSkills Malta Foundation together with the University of Malta, Connect University, collaborated with Reaktor and the University of Helsinki to provide a free Online course titled The Elements of AI.

The aim of this was to equip as many people as possible, especially those not in the technology sector, to learn what AI is really about, how it can be applied to real-life applications and what are the implications of this technology for individuals, companies and society. This is a course for everyone interested in learning what AI is, what is possible and not possible with AI, and how it affects our lives. While there are many AI courses online, many if not all of them require programming or extensive math skills, which leaves out the majority of the general population. Elements of AI is meant for anyone interested in the topic, equipping participants with the understanding and skill sets required for assessing the world we live in through the lens of AI. The Elements of AI is designed to be free and open to anyone.

Elements of AI —

FREE Online AI Course
in English & Maltese



Start learning today visit:

eskills.org/mt/elementsofai for more information

A certificate will be issued after completion of course



Reaktor



eBiznify

On 15 June 2020 eSkills Malta Foundation and the Malta Communications Authority signed a memorandum of understanding. This MoU allowed the two entities to work together and to offer the eBiznify eCommerce training programme in a concerted effort for the benefit of society. The eBiznify programme is a major deliverable of the National eCommerce. eBiznify offers attendees an accredited online training programme that is offered online, at zero cost for the attendee. This format is ideal for people who do not have the time to attend classroom sessions as they can access all the content virtually through any internet-connected device. The programme covers various major areas in relation to e-commerce, including website design, shipping and logistics, data analytics, payment management and online marketing. It is also accredited to MQF Level 4, thus providing attendees with a certificate of merit on successful completion. The eSkills Malta Foundation believes that the eBiznify training programme brought Maltese entrepreneurs closer to the concept of creating a future-proof platform for SMEs. eBiznify is aimed to address a gap in the market in a direct manner as it offered attendees an accredited training programme that was offered online with no cost to the attendee.





PANDEMIC MEASURES

Free Online Education

The eSkills Malta Foundation set up a page on its website to assist students during the onset of COVID-19 pandemic, when schools were closed and students at home. The free online education links provided invaluable learning opportunities and material which was instructive and fun to the students.

This initiative enabled students to learn new and innovative subjects for free and remotely from the safety of their homes without endangering their health. The courses on offer were suitable to different segments of society from small children to adolescents. The subjects were also varied from Robotics to Coding.



eLearn tutorials

Following the successful webinar “Challenges and opportunities for SMEs: a post COVID-19 perspective” held on 9 June 2020, the eSkills Malta Foundation funded three eLearn tutorials created by PWC. These three eLearns aimed to address in more detail the concerns mentioned in that webinar.

The topics that were raised were:

- **Business transformation to digital e-Commerce**

Digital transformation is accelerating the market context for every e-commerce business. Digitalization is the main cause of large-scale business transformations across multiple platforms of b2b business, ensuring unprecedented opportunities for profit creation and market capture.

- **Web Communications, Analytics, Competitiveness & Regulatory aspects**

Regulatory mandates and other business demands require that many companies, particularly in highly regulated and litigious industries such as financial services and pharmaceuticals, retrieve and produce extensive employee communications.

- **Effective team collaboration, tools & security**

As organisation’s adoption of more diverse collaboration tools is on the rise, the concerns of security and privacy also increase. Therefore, organisations need to pay attention, now more than ever before, to selecting collaboration tools to keep their data and employees secure.





PUBLICATIONS

Publications



Publications





PARTICIPATION

GEMMA

On 2 July 2020, eSkills Malta Foundation partnered with Gemma, Know Plan Act within the ministry for the Family, Children's rights and Social Solidarity to carry out educational initiatives on digital skills scams and fraud. They also worked on further parts of the GEMMA Little Black Book of scams and frauds to account for the new and evolving threats as technology evolves and becomes more pervasive through Smart technologies, Internet of Things, and other emerging technologies. A second e-book was also launched that retained the same format as the first e-book, in that it presented eight scams and frauds, and information that one should know to protect themselves, and what to do if scammed.



Amazon Web Services (AWS)

eSkills Malta Foundation, since its inception, has encouraged the Industry Sector, as well as employees and citizens, to seek further learning to increase their digital skills. In particular, the tech sector is encouraged to become closer to industry needs through Industry Certifications.

The Foundation has been working with AWS to implement a sponsored local initiative to bring Malta various 'Cloud' certifications from the World leader on the subject.

Consequently, the eSkills Malta Foundation with the full support of Melita Foundation on 13 November 2020 partnered with Amazon to provide a series of courses in Amazon Web Services. The courses on offer ranged from Analytics to AWS Cost Management and Management & Governance. AWS Training and Certification, builds one's competence, confidence, and credibility through practical cloud skills that helps one innovate and build their future.

grow your career

Get AWS Certified

100% Sponsored

sponsored by

aws partner network Training Partner x melita foundation x eSkills eSkills Malta Foundation

icemalta.com



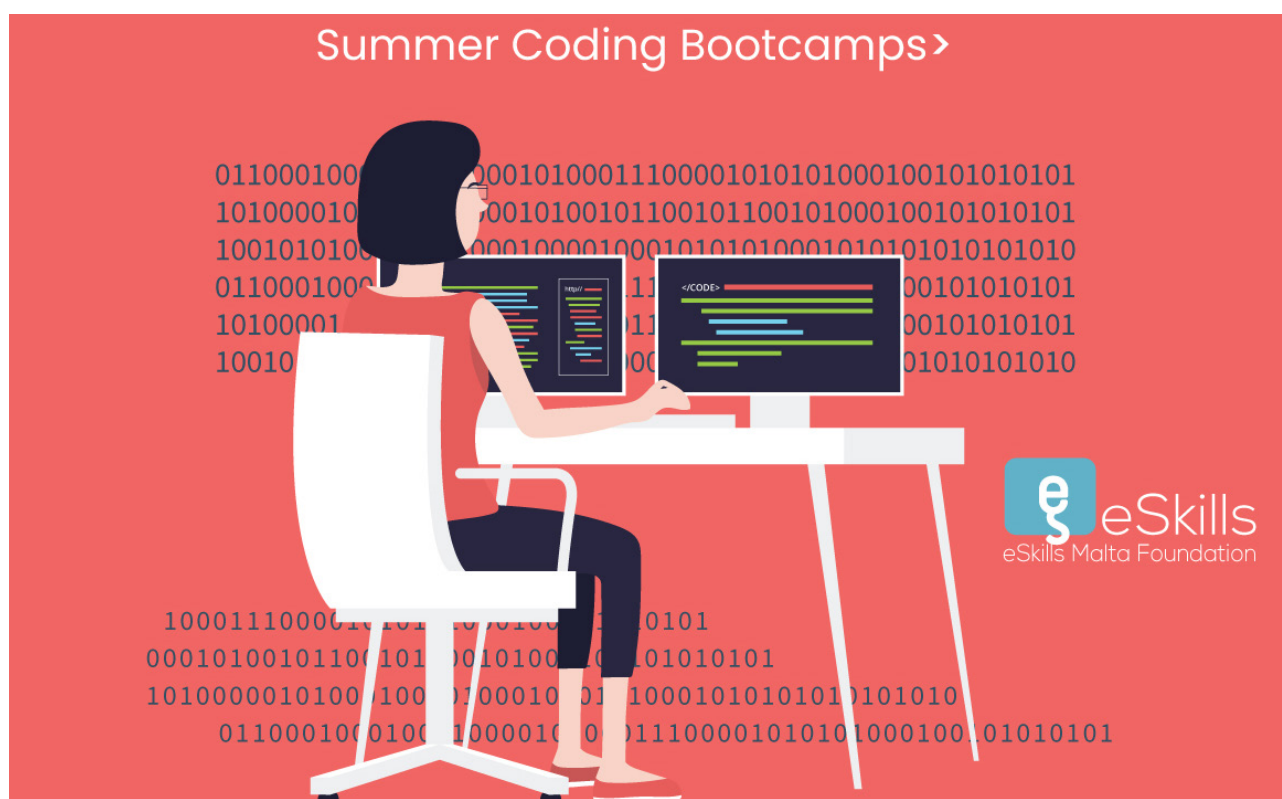
CODING BOOTCAMPS

Summer Coding Bootcamps

eSkills Malta Foundation is constantly working to contribute to the increase in digital skills and the development of the IT profession. With this in mind the Foundation organised Summer Coding Bootcamp during the Summer between 2 April and 31 August 2020. The bootcamps were aimed at children or children with parents; youths (ages 15 – 24); adults (24 and over); teachers; persons with special needs, pensioners, and persons not in training or employment.

The objectives for these Summer Coding Bootcamps amongst other things is to introduce children to the love of coding; to develop youth and adults who may want to expand their career in coding; to upskill the skills and competences of teachers; to familiarise youths or adults to the upcoming emerging technologies; to get youth, adults, or pensioners familiar with using the internet to facilitate their lives; to upskill youth, adults or pensioners with the use of office digital tools, and to be able to integrate the content and output of one tool into another; to help persons with special needs to enhance their lives by taking full advantage of the use of technology and to incentivise and upskill persons who are unemployed or not in training with digital skills to help them become more employable.

The Foundation together with some of Malta's major stakeholders held more than 20 online coding bootcamp sessions which were all very successful. It is the Foundation's intention to keep on collaborating with various stakeholders every year in order to organise these boot camps.





Remote Teaching and Learning Bootcamp for Educators



A unique opportunity to learn about remote teaching tools and methodologies delivered in e-learning format together with live Q&A sessions. **Bootcamp is FREE OF CHARGE to all educators.**

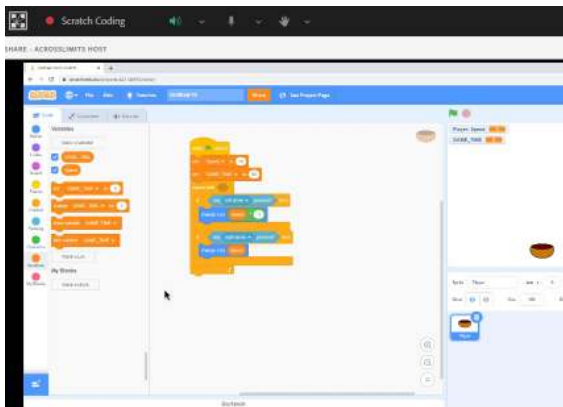
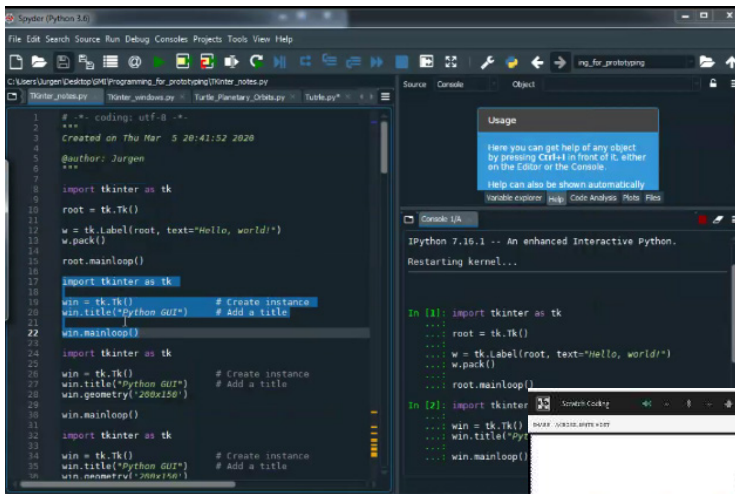
Participants can engage with the materials at their own pace: there are no scheduled classes to attend!



Topics include:
 Microsoft Teams: setup and use.
 Flipgrid, Bitmoji, Kahoot and other tools.
 Strategies for student engagement



Register at <https://bit.ly/2CxXtKw> or scan QR code below:



Jake Azzopardi (MT) is presenting

Augmented Reality (AR)

Defined:

Augmented reality (AR) is a data "overlay" on the physical world that uses contextualized digital information to augment the user's real-world view.

- Attributes:**
- Virtual objects create another level of user interaction that could not be experienced from a physical object alone.
 - Connects and overlays relevant information from the user's physical environment (e.g., other users, location, landmarks) through a device (e.g. mobile device, mirrors, glass etc.)



AR IN PRACTICE	
<p>Enhancing Customer Experience</p> <p>Retailers across a number of industries have integrated AR technology into their digital experience. Timberland and Tommy Hilf, for example, are using AR to augment their fitting rooms. Shoppers would stand in front of a mirror and see a virtual version of themselves on a large screen. They could then choose different products to try on without even having to search for their size and go through the fitting room experience.</p>	<p>Augmented Surgery</p> <p>All hospitals like Imperial College and St. Mary's Hospital in London, surgeons and doctors have already begun using AR technology. AR glasses during neuro-surgery on patients who have suffered severe injuries. Before using AR, these surgeons had to use a handheld scanner to locate major blood vessels near the wound. But now that a ground reality system helps them find these major blood vessels directly and accurately by displaying them in a three-dimensional virtual image.</p>

The graphic features a large white circle in the center, surrounded by several concentric rings in shades of teal and red. The background is split into a teal upper half and a red lower half, with a diagonal line separating them. The text 'EU CODEWEEK' is centered within the white circle.

EU
CODEWEEK

EU CodeWeek

Digital skills, including coding and computational thinking, will play a crucial role in Europe's recovery from the pandemic. Teachers, students, doctors, researchers but also entrepreneurs or employees in small companies – all Europeans will need to master digital technologies. The EU Code Week provides them with the right tools and skills to seize the opportunities brought by digitization.

Thierry Breton, European Commissioner for Internal Market

EU Code Week, held between 10 and 25 October 2020, is a grass-roots movement that celebrates creativity, problem solving and collaboration through programming and other tech activities. The idea is to make programming more visible, inspire people and show young, adults and elderly how to bring ideas to life with code. In 2020 the eSkills Malta Foundation once again coordinated the EU Code Week initiatives in Malta which were held online. These online sessions were open and free to all. Online sessions made it possible for foreign students to attend the sessions.



CodeWeek.

Live Coding SESSIONS
10-25 OCTOBER 2020

NO PREVIOUS CODING EXPERIENCE NECESSARY

eSkills
eSkills Malta Foundation

CodeWeek.
Goes online
10 - 25 OCTOBER 2020

- 10** Introduction to Windows Forms with C#
An Introduction to Windows Forms, a practical and visual aspect of C# programming.
Teacher: Christian Cusani
- 11** Introduction to Angular.js
Get started with one of the most powerful JavaScript frameworks and learn how to build a simple application.
Teacher: Christian Cusani
- 12** Introduction to PHP
An Introduction to the Server-side programming.
Teacher: Christian Cusani
- 13** Building a Google Chrome extension
Learn how to build a simple application for Google Chrome to extend the functionality of one of the most popular Internet browsers.
Teacher: Christian Cusani
- 14** Using WordPress to develop a website
A hands-on introduction to building your first website using the WordPress platform.
Teacher: Christian Cusani
- 15** Create your own WordPress Plugin
It teaches you the essential steps to create your own plugin for WordPress and introduces the development workflow for WordPress.
Teacher: Christian Cusani
- 16** Machine Learning with C#
Developing a sales prediction application with Visual Studio & C#.
Teacher: Christian Cusani
- 17** Game Development with Scratch
Developing a simple game with Scratch, a powerful and easy-to-use programming language for creating 2D games.
Teacher: Christian Cusani

[f @codeEU](#) [@CodeWeekEU](#) [#CodeWeek](#)

REGISTER
www.eskills.org.mt/codeweek2020

Limited places available!

eSkills Malta Foundation | **MCASST** | **ES** Digital Skills and Jobs Coalition

Programming Basics with Python

An introduction to programming using Python course was delivered in conjunction with eSkills Malta Foundation for the European CodeWeek between 17 and 25 October 2020. The introduction was aimed at students in the process of deciding their career in ICT.

Python is a simple scripting language developed by Guido Van Rossum and released to the community in 1991. It can be used for generic software development, writing scripts, server-side web development and mathematical programming. Its easy to understand syntax makes it an ideal starter language, but despite this, Python can still be used effectively in professional environments.

The approach to the course was mainly that of teaching by example whereby the python language was introduced to the students gradually and with examples increasing in difficulty. Scaffolding each level to the next. If a student was unable to grasp a concept he could easily go back to the previous level and then move to the next step.

The concepts covered during the 6-hour introduction were varied from the generic syntax of Python, using comments in code, variables, and different datatypes. Moreover, the course covered slightly harder topics such as data structures in Python such as lists tuples, and dictionaries. Apart from string manipulation students were also introduced to the concept of mathematical operations in Python.




python™

**Introduction to
programming in
Python**

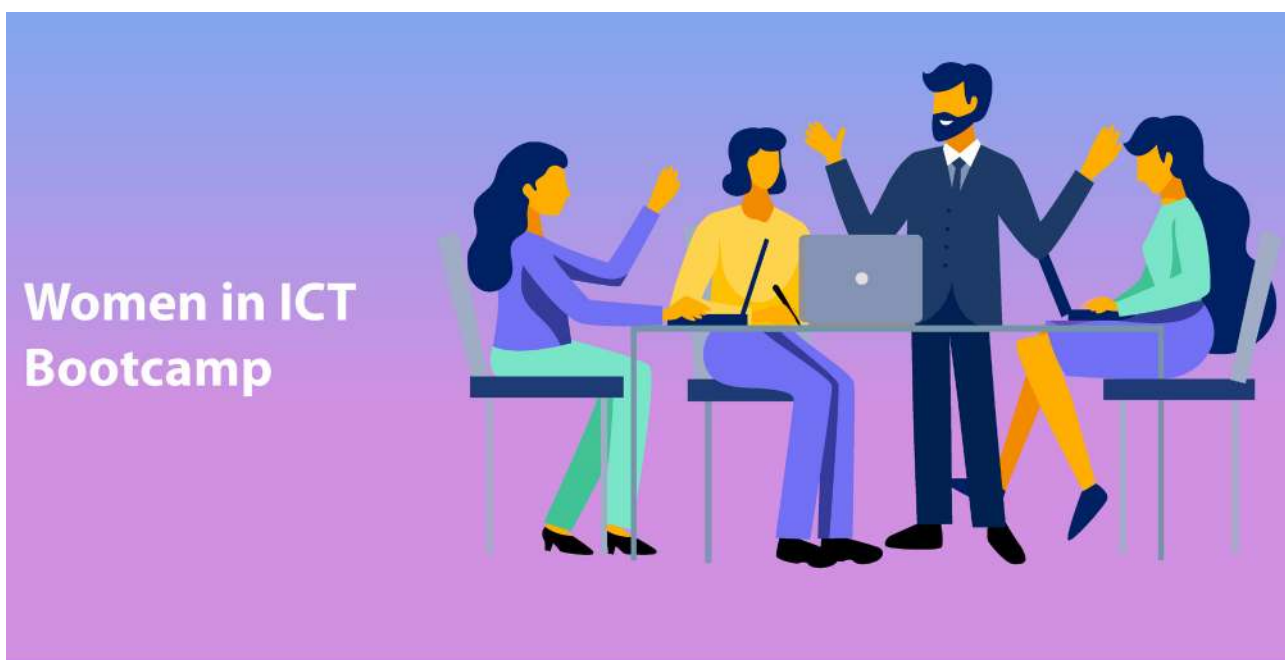
**FREE
CODING
SESSIONS**

PYTHON

WOMEN IN ICT

Women in ICT Bootcamp

In 2019 Malta was one of 26 countries who signed a declaration titled Women in Digital Declaration, to encourage women to play an active and prominent role in the digital and technology sectors. In line with this theSkills Malta Foundation strives to be one of the leaders in Malta for encouraging girls and women to consider a digital career. Malta will work closely with the public and private sectors and civil society to achieve equality in tech. One of the main national concerns is the participation of certain groups in the society, both for the participation in the ICT industry and for having access to equal opportunities in taking advantage of the digital opportunities. The Foundation feels a certain responsibility to try to address this matter. The Foundation works hard to make Malta's digital economy contribution more effective to women and increase the participation in the Digital industry or digital-related industry by girls and women.



Digital Skills and Jobs Coalition



/ESkillsMalta



@eSkills_Malta



www.eskills.org.mt



Sponsored by:



In 2020, between October and December the Foundation organised a series of online events targeting females from different groups. The events included, digital skills sessions, short courses, workshops and similar activities. The events were aimed at Girls (ages 15 – 24), Women (24 and over), Female Teachers, Girls and women with special needs, Females Not in training and employment, Female employers and self-employed. Fifteen events were held between October 2020 and December 2020. All the events were well attended by females of all ages, some of the events were also oversubscribed. This encourages the Foundation to continue organising and promoting such initiatives. The Foundation will continue in its work to reduce digital gaps and looks forward to supporting and collaborating with the respective stakeholders to bring Malta further amongst the elite in Europe.

Design & Code a Website!
FOR WOMEN & GIRLS (16+)
 Encouraging women to join the exciting world of ICT
 APPLY NOW

Female Leaders
Learn to code with Python. Get 100% sponsored.

SPONSORED BY: eSkills, ICE Malta
 icemalta.com

Bridging the Gender Gap in the Digital Sector
 APPLYING FOR JOBS
 FREE WEBINAR

SPONSORED BY: ascend consulting, annalise duca, eSkills

DSM
Keen
 Conference sponsored by eSkills Malta Foundation

ATTRACTIVENESS OF DIGITAL CAREERS
Carolyn Hyzyk
 Head of Business Development & Director
 6TH NOVEMBER 2020

WWW.DATASCIENCEMALTA.COM
 INFO@DATASCIENCEMALTA.COM

DSM
 EVENT SPONSORED BY ESILLS MALTA FOUNDATION
 eSkills
 Skills Malta Foundation

GIRLS IN ICT
 Attractiveness of Digital Careers

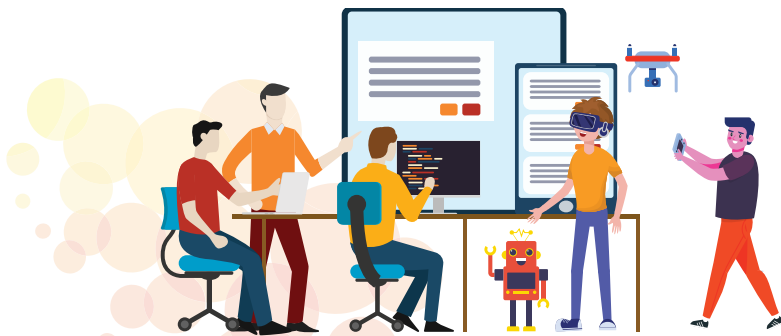
ONLY 25% OF STEM JOBS HAVE WOMEN. WE ARE HERE TO CHANGE THAT!

#GIRLSINICTMALTA2020



OUTCOMES, STATISTICS & SPONSORS

Outcomes & Statistics



CodeWeek. 

Goes online

10-25 OCTOBER 2020

#CodeWeek

"Anyone can learn to code!"

Around the World



8

4

Countries



7

2

7

5

2

Events

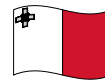


3

4

M

Participants



Malta

1

1

6

2

Free Coding events
organised since
2014



57.7K Impressions
on Twitter



121,2154 Post
impressions on
Facebook



39,077 Website hits



120 Articles
published

Sponsorships





DIGITAL EDUCATION IN SCHOOLS

School visits

The school visits this year were held online due to the prevailing pandemic between 17 January and 18 June 2020. Even though this was a new attempt that was being held in midst of uncertainty, it was still a success. The Foundation is already looking forward to increasing participation in such events next year.



Careers in ICT for Guidance Teachers

This Careers in ICT for Guidance teachers was spearheaded by the eSkills Malta Foundation together on 16 June 2020 with the Education Psycho-Social Services. This event was held online during the pandemic. The purpose of this event was to give a better understanding of career paths and was well attended with many participants commending this initiative. Representatives from Pricewaterhouse Coopers also showed teachers and practitioners present the opportunities of development and training offered by the company for many work streams.



Careers in ICT for Guidance Teachers



CONFERENCES

Cybersecurity conference

The eSkills Malta Foundation, partnered up with various stakeholders namely Keith Cutajar, an Information Security Consultant and Court expert, MITA, the University of Malta, MDIA, Cyber Security Malta and BCS to organise a conference on Cybersecurity on 5th February 2020. The Conference was well attended by circa 200 hundred delegates which are evidence of the increased importance of security is being given by all.



The conference featured talks by prominent personalities in the field including Ian Fish (BCS), Jean Michel Azzopardi (Kralanx), Donatas Mažeika (Europol), Mark Vella (University of Malta), Christian Colombo (University of Malta). The Conference was also supported and sponsored by some of the main players from Malta including the Malta Digital Innovation Authority (MDIA), Cybersecurity Malta, PwC Malta, Melita Data Centre and EY Malta.



Challenges and opportunities for SMEs: a post COVID-19 perspective

COVID-19 brought unprecedented uncertainty and upheaval for all businesses. As companies struggled to adapt to this new reality, SMEs faced unique challenges but also exciting opportunities.

eSkills Malta Foundation in collaboration with PwC Malta, as well as Malta Employers Association, The Malta Chamber of Commerce, Enterprise and Industry, Malta Chamber of SMEs and Malta Enterprise, organised a Live Webinar on 9 June 2020 to discuss how to re-imagine business models and to embrace digital transformation and be prepared for the multi-modal reality of business in the age of COVID-19.

This webinar was of interest to SMEs looking to optimise their business in the light of the uncertain times ahead and was geared towards post-COVID business adjustment which was being referred to as the 'new normal'.



**Challenges and opportunities for SMEs:
a post COVID-19 perspective**



**Live Webinar:
Tuesday 9th June 2020 0900hrs**

Join us by registering now for FREE



IT Professionalism online conference

The IT Professionalism conference was held on 12 October 2020. Notwithstanding this, the conference was well received and attended. The conference recognised that in today's fast paced world, advancing technology should not happen just for the sake of it. As technology permeates every sector of society, this places greater demand for the IT professional. This is an exciting situation but at the same time challenging to keep up with. These challenges bring about a certain apprehension as to whether the transversal and underlying foundations on professional and industry practices are being given enough importance.

To ensure a net positive effect on the ICT Profession, and in order to help organisations to grow and thrive in a sustainable manner such Digital Transformation should be embraced. Resisting or shelving it will render ICT professionals less effective, not to mention that they will be working against the strong wave of the corporate culture of development and change. SMEs and bigger corporates will need to go through a transformation to be able to take full advantage of technological advancements, including but not limited to skills mapping, competencies, and further development of professional frameworks. Today's ICT Professionals need to be well informed and this conference contributed well towards that.



IT PROFESSIONALISM ONLINE CONFERENCE

12 October 14:00-16:45 CEST

DIGITAL SKILLS

E-CF

IT PROFESSIONALISM

Register on: eskills.org/itprofessionalismconference2020

 **IT Professionalism
Europe**

Competent and careful. Recognised and respected.

 **eSkills**
eSkills Malta Foundation

 **Irish Digital Skills
and Jobs Coalition**

INITIATIVES

Bridging the Gender Gap

The Analysis of the Gender Gap in the Digital Sector in Malta was a study undertaken by Ascend Consulting on behalf and under the objective guidelines set out by the eSkills Malta Foundation. The study was a local continuation of another study carried out by the eSkills Malta Foundation, namely Guidelines to Increase and Retain Women in ICT.

The Foundation firmly believes that the increase of women in the digital sector can contribute to the decrease of the supply and demand gap and that they can also bring more diversity and success to products in industry, government and education. Many digital organisations believe this and have been implementing many initiatives to support this. The European Commission has also set up various women-supportive initiatives. The Commission's Digital Economy and Society Index (DESI) measures the participation of women in the digital sector.

This study gave a snapshot of the gender status in the digital sector in 2020 and was based on feedback gathered from well-drafted surveys. The results of this report showed that the local ICT intensive sector has made great efforts to increase women in their organisations but also highlights that the public sector has to do more if they are to benefit from a more diverse environment. The eSkills Malta Foundation believes that this analysis gives positive feedback, but the stakeholders need to consider all the other aspects so that further collaboration can be achieved.



ANALYSIS OF THE GENDER GAP IN THE DIGITAL SECTOR IN MALTA

A study prepared for
The eSkills Malta Foundation
by

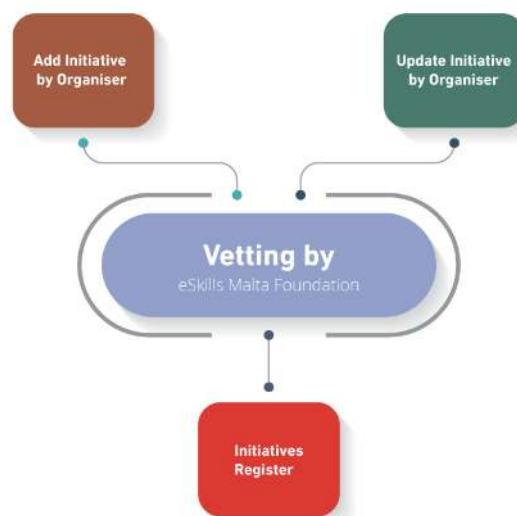


Initiatives Register

This register was launched on 2 November 2020 to add visibility of the current and future ICT initiatives being carried out or are envisaged for the future. This public visibility is aimed to promote collaboration and reduce duplication of work as much as possible. Therefore, we aim to add as many initiatives as possible to this register. The Register is part of our Strategy. In this register, one can view further details about the specific initiative. Through the contact details one may partner or perhaps take part in the initiative to further augment the final initiative's aim.



Process Workflow



Information spots on TVM - Popolin

The eSkills Malta Foundation together with MITA started an awareness campaign, between 1 October 2020 and 30 June 2021, about various subjects on TVM the national television station. The genres tackled include a myriad of subjects such as Gender Equality, Smart Contracts and Drones. This campaign was aimed to entice the public to technology with snippets of information about various technology areas.



Toastmasters - Public Speaking, Presentation & Communication Training for ICT

The “Presentation and Public Speaking for ICT” course was a collaboration between the eSkills Malta Foundation and Toastmasters. This four-session online course was created especially for ICT professionals to improve presentation skills by reducing the fear, anxiety and frustration caused by presenting to a large audience. This course started on the 20 October 2020 and aimed to improve career prospects by improving the way people express themselves during a presentation, business meetings, job interviews, presentations, conversations, sales, and problem-solving situations.

Do you feel **Fear, Anxiety & Frustration** when you are preparing or delivering presentations?



Public Speaking, Presentation & Communication Training for ICT
A 4-session communication skills online training series.

APPLY NOW!

Sponsored by



Fundamentals of e-Competence Framework online training

“The e-CF is a useful tool to design and structure ICT programs, curricula and exams”

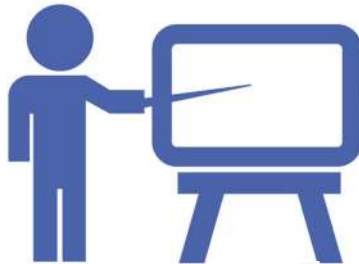
Wanda Saabeel | Consultant higher education/ e-CF expert

On 15th December 2020 an online training course on the Fundamentals of e-Competence Framework was carried out by IT Professionalism Europe (ITPE) on behalf of eSkills Malta Foundation. The course was well attended by managers, CIOs, HR Managers and recruiters working in the ICT Sector of ICT resource provision. One of the Foundation’s purposes includes the promotion of an e-Competence Framework to strengthen HR processes in the continuous development of ICT practitioners. The Foundation encourages and promotes regularly this framework to be used by ICT establishment in Malta who are involved with ICT resources. The European e-Competence Framework (e-CF) provides a reference of 41 competences as required and applied in an IT professional work context, using a common language for competences, skills, knowledge and proficiency levels that is applied and understood across Europe.



Objectives

- Understand the context e-CF is part of
- Understand the e-CF and its main uses
- Understand the key principles of e-CF and other related key documents



Why Europe is investing to foster the IT professionalism?

- Importance for society
 - IT is not a regulated profession but...
- Digital skills gap
 - Shortage of IT Professionals in 2020 → 756.00
 - Shortage of digital leaders in 2020 → 250.000
- Competitive advantage
 - Related to US, China



EN16234-1:2019 "e-Competence Framework (e-CF)"

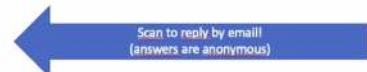
- 41 competences IN TOTAL
- 3 NEW Competences
 - A.10. User Experience
 - C.5. Systems Management
 - D.7 Data Science and Analytics
- 1 merged Sales Competence (from previous 3)
 - D.5. Sales Development
- existing Competences updated in dimensions 2, 3 and 4
 - continued relevance in language
 - revised and/ or enlarged in content where meaningful
- NEW: 7 Transversal Aspects

eSkills Malta Foundation

What is your definition of "competence"?



- What do you think?
- Which components?
- What does it cover?

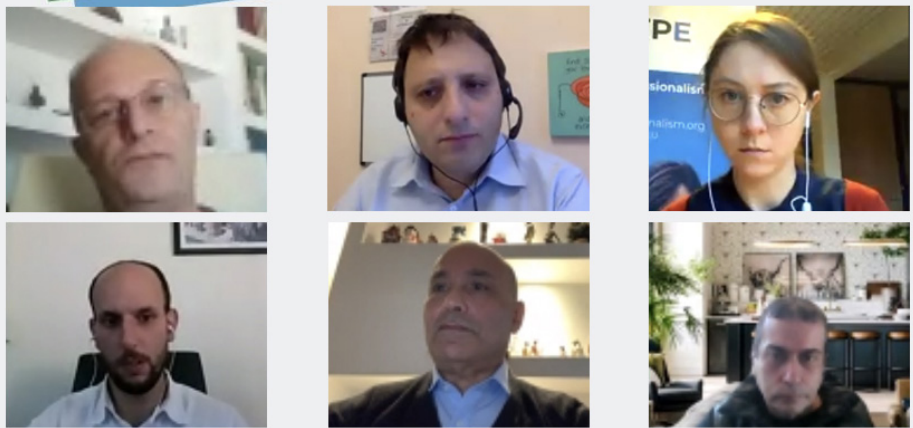


Email: 38566413.2617@e.linoit.com
 web: <http://linoit.com/users/defina/canvases/competence>



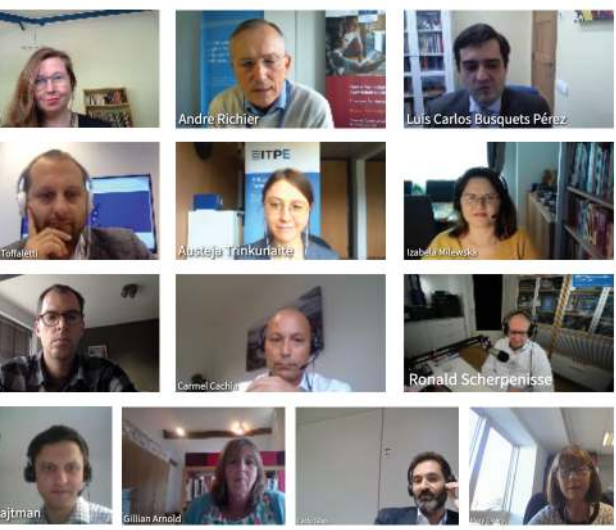
European e-Competence Framework

Fundamentals of e-Competence Framework Online Training –
 15th December 2020, 09.30 to 13.00
 to be conducted by IT Professionalism Europe (ITPE)
 on behalf of eSkills Malta Foundation





Remote Work



Working in 2020

basically it speaks when there is text

Robert Gambin



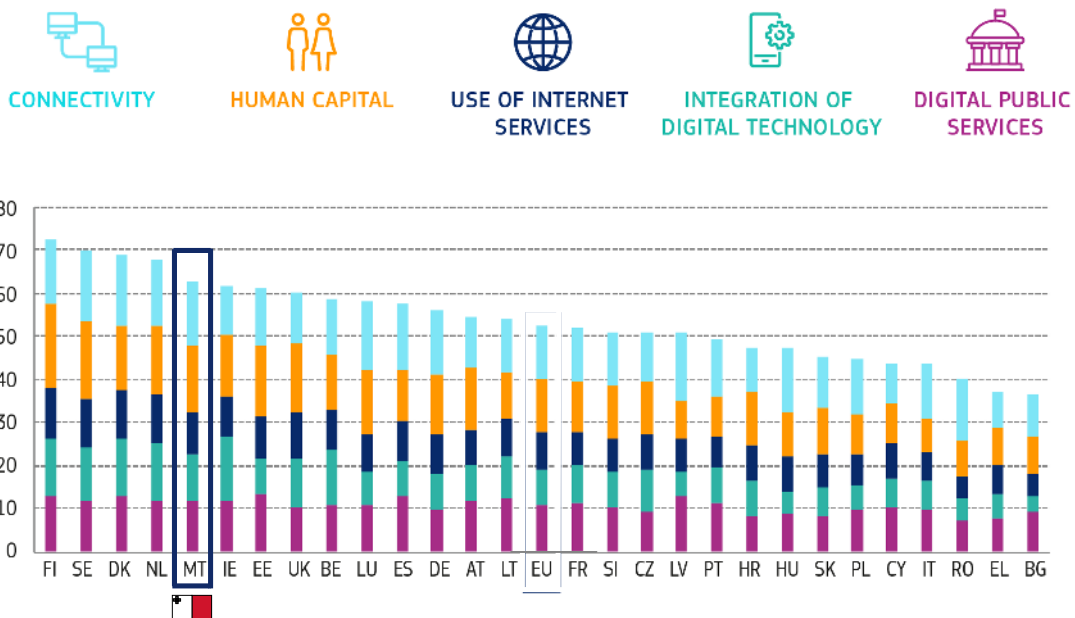
DESI INDEX

DESI Index

Malta placed 5th out of the 28 EU Member States in the Digital Economy and Society Index (DESI) this year was launched on 16 June 2020. Based on data prior to the pandemic, the country performed above the EU average on all the five dimensions of the index. Malta performed well on broadband connectivity. The country recorded good scores on human capital, especially because of the high share of ICT specialists and ICT graduates, while also the involvement of women in the digital sector that is gradually increasing.

Most Maltese citizens use the Internet (with a percentage of Internet users now in line with the EU average) and engage in a number of activities (scoring very high when it comes to selling online). Maltese businesses rank first on the use of big data, and the overall level of business digitisation was found to be relatively high.

Digital Economy and Society index (DESI) 2020



Malta has continued to emphasise the role of digital policies as key to shaping its competitiveness. The National Digital Strategy 2014-2020 is the general framework guiding government action in the digital field. Malta also launched a blockchain strategy and regulatory framework in 2018, and several new strategies in 2019: (i) a national strategy on Artificial Intelligence (AI); (ii) a comprehensive 'National eSkills Strategy'; and (iii) 'Mapping Tomorrow', a new strategic plan for the digital transformation of the public administration.

The implementation of these strategies continued and built on various initiatives started in previous years on digitisation of business, digital skills and improvement of e-government services and m-services.

DESI is made up of 5 parts:

1. Connectivity

Fixed broadband take-up, fixed broadband coverage, mobile broadband and broadband prices

2. Human capital

Internet user skills and advanced skills

3. Use of internet

Citizens' use of internet services and online transactions

4. Integration of digital technology

Business digitisation and e-commerce

5. Digital public services

e-Government

Source: ec.europa.eu



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www eskills.org.mt





THE FUTURE

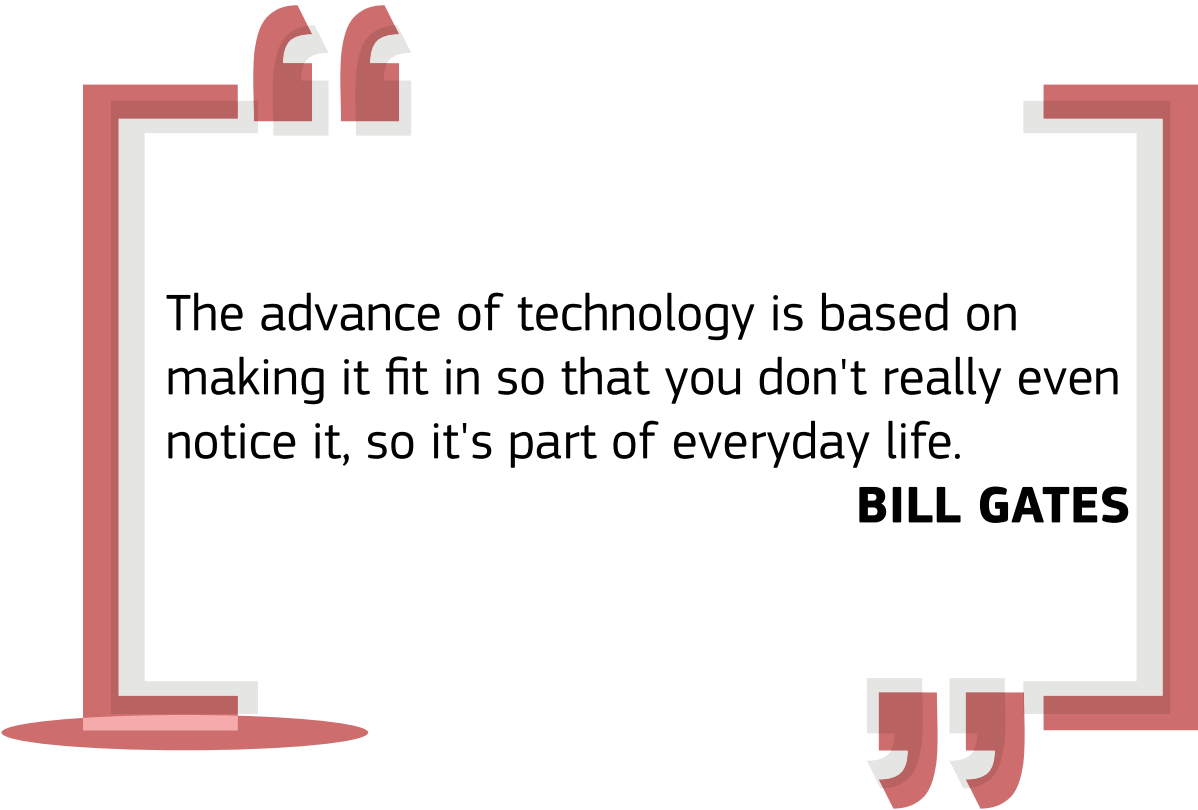
The Future

The future bodes well for the eSkills Malta Foundation and Malta in general. The Foundation will be embarking on an important project to develop the Digital Skills and Jobs Platform. This national website will focus on creating a website for companies, job seekers, students, national coalitions, and networks to get innovative inspiration, knowledge, easy access and overview on digital skills intelligence, careers and initiatives, at both national and European levels.

The Foundation also has plans to elevate its initiatives through more focused training Bootcamps, the increased stakeholder engagements, and indeed, through the implementation of the national eSkills Strategy. We know that the world is changed rapidly in the face of emerging technologies, which will profoundly affect our daily life and future work.

We are prepared to take a leap to a higher level, and we will consider the limitations that will constrain our efforts. But we are committed to situations within our direct control, and we will act fast with the intention of quick wins and the shaping of our digital skills future.





The advance of technology is based on making it fit in so that you don't really even notice it, so it's part of everyday life.

BILL GATES



FINANCIAL REPORT

Financial Report

eSkills Malta Foundation

Board of Administrators' report

For the year ended 31 December 2020

The board of Administrators present their report, together with the audited financial statements of eSkills Malta Foundation, for the year ended 31 December 2020.

Board of Administrators

The Board of Administrators of the foundation during the year were:

Chair & Chief Administrator

Carmel Cachia (eSkills Malta Foundation)

Administrators

Anthony Vassallo (Malta Enterprise)

Christopher Formosa (Malta Gaming Authority) (resigned on 4 June 2020)

Etienne Gatt (Malta Gaming Authority) (appointed on 4 June 2020)

Marcel Cutajar (Malta Chamber of Commerce, Enterprise and Industry)

David Sant (Malta Information Technology Agency)

Joseph Scychell (Malta Communications Authority)

Donnha Barbara (Ministry of Economy and Industry)

Grazio Grixti (Ministry for Education)

Date of incorporation

The Foundation was incorporated on the 20 November, 2014. Accordingly, these financial statements disclose the results of the Foundation for the year ended 31 December 2020.

Principal activity

The Foundation's principal aim and purpose is the acquisition and advancement of basic and advanced digital skills and competencies by the education, citizens, labour force, and ICT professionals target groups, as well as the further development of the ICT profession in Malta.

Review of business development and financial position

The results for the year under review are disclosed on page 9, while the financial position of the Foundation as at 31 December 2020 is disclosed on page 8.

Events during the end of the reporting year

By March 2020, the world was suffering from a widespread COVID-19 pandemic, resulting in disruptions to business worldwide. The uncertainty surrounding the duration of this situation is making the way towards recovery unclear.

Future developments

No changes are envisaged in Foundation's operations during the forthcoming year.

Financial Report

eSkills Malta Foundation

Board of Administrators' report

For the year ended 31 December 2020

Financial reporting framework

The Board of Administrators have resolved to prepare the Foundation's financial statements for the year ended 31 December 2020 in accordance with the Accountancy Profession (International Financial Reporting Standards) Regulations, 2015 and the Schedule accompany and forming an integral part of those Regulations ("IFRS").

Auditor

The auditor, Charles Scerri, has intimated his willingness to continue in office. A resolution proposing his re-appointment will be put before the members at the next annual general meeting.

Approved by the Board of Administrators on 30 April 2021 and signed:



Carmel Cachia
Chief Administrator



Anthony Vassallo
Administrator

Registered address:
Gattard House,
National Road,
Blata l-Bajda
Hamrun

Financial Report

eSkills Malta Foundation

Statement of Board of Administrators' responsibilities

The deed of foundation law requires the Board of Administrators to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the Foundation and of the profit or loss of the Foundation for that year. In preparing these financial statements, the Board of Administrators is required to:

- adopt the going concern basis unless it is inappropriate to presume that the Foundation will continue in the business;
- select suitable accounting policies and apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- account for income and charges relating to the accounting year on the accruals basis;
- value separately the components of asset and liability items; and
- report comparative figures corresponding to those of the preceding accounting year.

The Board of Administrators is responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Foundation and to enable them to ensure that the financial statements comply with the Companies Act (Cap. 386) enacted in Malta. This responsibility includes designing, implementing and maintaining such internal control as the Board of Administrators determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. The Board of Administrators is also responsible for safeguarding the assets of the Foundation and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Signed on 30 April 2021 by:



Carmel Cachia
Chief Administrator



Anthony Vassallo
Administrator

Independent Auditors Report

CHARLES SCERRI

INDEPENDENT AUDITOR'S REPORT

To the members of eSkills Malta Foundation

Report on the audit of the financial statements

Opinion

In my opinion:

- The eSkills Malta Foundation 's financial statements (the "financial statements") give a true and fair view of the Foundation's financial position as at 31 December 2020, and of the Foundation's financial performance for the year then ended in accordance with the International Financial Reporting Standards (IFRSs), as adopted by the EU; and
- The financial statements have been prepared in accordance with the requirements of the Maltese Companies Act (Cap. 386).

What I have audited

eSkills Malta Foundation 's financial statements, set out on pages 8 to 21, comprise of:

- the statement of financial position as at 31 December 2020;
- the statement of profit and loss for the year then ended;
- the statement of changes in equity for the year then ended;
- the cash flow statement for the year then ended; and
- the notes to the financial statements, which include a summary of significant accounting policies.

Basis for Opinion

I conducted my audit in accordance with International Standards on Auditing (ISAs). My responsibilities under those standards are further described in the *Auditor's Responsibilities* for the *Audit of the Financial Statements* section of my report.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Independence

I am independent of the Foundation in accordance with the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants (IESBA Code) together with the ethical requirements of the Accountancy Profession (Code of Ethics for Warrant Holders) Directive issued in terms of the Accountancy Profession Act (Cap. 281) that are relevant to my audit of the financial statements in Malta. I have fulfilled my other ethical responsibilities in accordance with these Codes.

Independent Auditors Report

CHARLES SCERRI

INDEPENDENT AUDITOR'S REPORT - continued

To the members of eSkills Malta Foundation

Responsibilities of the board of administrators for the financial statements

The board of administrators are responsible for the preparation of the financial statements that give a true and fair view in accordance with International Financial Reporting Standards (IFRSs), as adopted by EU and the Schedule accompanying and forming an integral part of those Regulations, and the requirements of the of the Maltese Companies Act (Cap.386) for such internal control as the board of administrators determine is necessary to enable the preparation of financial statements that are free from material misstatements, whether to due to fraud or error.

In preparing the financial statements the board of administrators are responsible for assessing the Foundation's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the administrators either intend to liquidate the Foundation or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibility for the audit of the financial statements

My objective is to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs, I exercise professional judgment and maintain professional skepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the administrators.
- Conclude on the appropriateness of the administrators' use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Foundation's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, because not all future events or conditions can be predicted, this statement is not a guarantee as to the company's ability to continue as a going concern.

Independent Auditors Report

CHARLES SCERRI

INDEPENDENT AUDITOR'S REPORT - *continued*

To the members of eSkills Malta Foundation

Auditor's responsibility for the audit of the financial statements – continued

In particular, it is difficult to evaluate all of the potential implications that COVID-19 will have on the company's trade, customers and suppliers, and the disruption to its business and the overall economy.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Foundation to express an opinion on the financial statements. I am responsible for the direction, supervision and performance of the audit. I remain solely responsible for my audit opinion.

I communicate with the administrators regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

Report on other Legal and Regulatory Requirements

I also have responsibilities under the Maltese Companies Act (Cap.386) to report to you if, in my opinion:

- Adequate accounting records have not been kept, or that returns adequate for my audit have not been received from branches not visited by us.
- The financial statements are not in agreement with the accounting records and returns.
- I have not received all the information and explanations I require for the audit.

I have nothing to report to you in respect of these responsibilities.

Charles Scerri

Certified Public Accountant

The Penthouse, Carolina Court, Giuseppe Cali Street, Ta' Xbiex XBX 1425



30 April 2021

Financial Statements

eSkills Malta Foundation
Annual Report and Financial Statements - 31 December 2020

Statement of financial position

	Notes	As at 31 December	
		2020 €	2019 €
ASSETS			
Non-current assets			
Deferred tax		296	296
Property, plant and equipment	4	6,296	8,401
		6,592	8,697
Current assets			
Trade and other receivables	5	24,360	79
Cash and cash equivalents	6	156,090	156,030
Total current assets		180,450	156,109
Total assets		187,042	164,806
EQUITY AND LIABILITIES			
Endowment Capital		100,000	100,000
Retained earnings		54,822	38,480
Total equity		154,822	138,480
Current liabilities			
Trade and other payables	8	22,111	22,485
Current tax liability		10,109	3,841
Total liabilities		32,220	26,326
Total equity and liabilities		187,042	164,806

The notes on pages 12 to 21 are an integral part of these financial statements.

The financial statements on pages 8 to 21 were authorised for issue by the board of administrators on 30 April 2021 and were signed by:


Carmel Cachia
Chief Administrator


Anthony Vassallo
Administrator

Financial Statements

eSkills Malta Foundation
Annual Report and Financial Statements - 31 December 2020

Statement of profit and loss

	Note	Year ended 31 December	
		2020 €	2019 €
Revenue		328,500	307,883
Operating expenses		(301,953)	(254,492)
Operating surplus		26,547	53,391
Finance expense		(96)	(266)
Surplus before tax	10	26,451	53,125
Tax charge		(10,109)	(12,182)
Surplus for the year		16,342	40,943

The notes on pages 12 to 21 form an integral part of these financial statements.



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eskills.org.mt



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