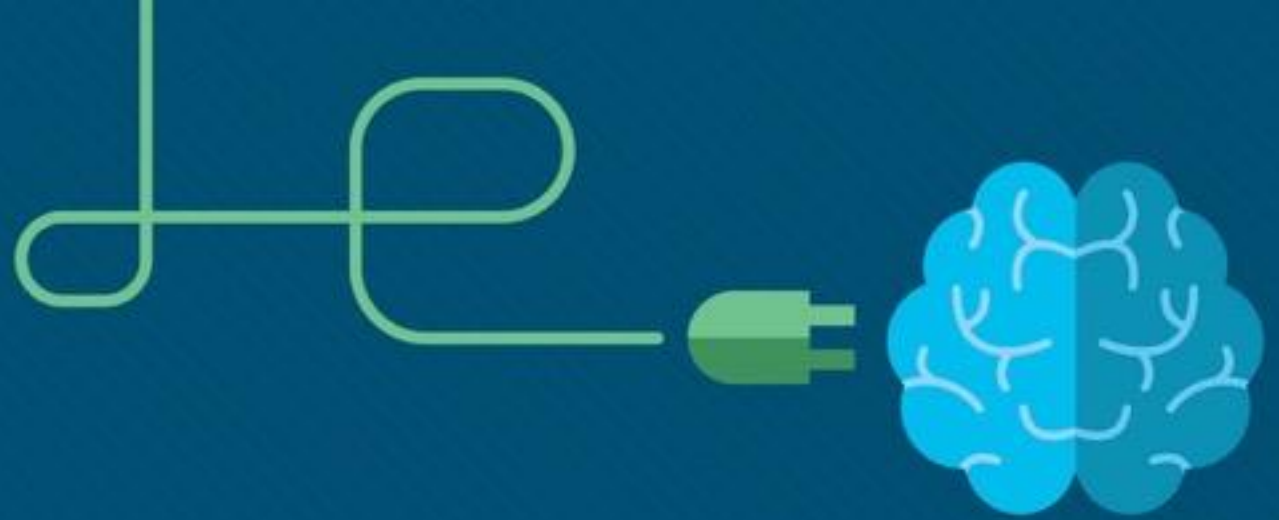




Instructors Meeting Cyprus

September the 23rd 2025

Luca Lepore



Skills Challenges in Europe

Europe's workforce challenge: Commission launches plan to bridge skills gap



Copyright: EC, Attribution: Reuters

Europe faces worrying skills shortages, says EU Commission

Labour gaps are especially acute in STEM sectors as well as in construction, transport, healthcare, and education, the Commission said.

Thomas Moller-Nielsen  Euractiv



EU Pumps €1.3 Billion into Cybersecurity, AI, and Digital Skills to Fortify Europe's Tech Future

The European Commission is making a massive €1.3 billion (\$1.4 billion) bet on Europe's digital future, with a strong focus on shoring up cybersecurity defenses, boosting artificial intelligence, and closing the digital skills gap. The funding, part of the Digital Europe Programme (DIGITAL) for 2025-2027, aims to strengthen Europe's tech sovereignty and protect critical infrastructure [...]

Focus on Digital Skills – Driving Europe's Future Competitiveness

- **Why Digital Skills are Crucial**

- Key to EU's digital strategy, sovereignty, and bridging divides
- Vital for life, STEM, and active citizenship
- 90% of jobs require basic digital skills

- **The Digital Skills Gap**

- 4 in 10 EU adults lack basic digital skills
- Low female representation in tech studies/professions
- Shortage of ICT specialists in companies

Cyprus Digital Skills Landscape and Gaps

- **2023 Digital Skills Status**
 - 49.5% adults have basic skills vs EU 55.6%
- **Age Disparities**
 - 55–74 age group shows low proficiency
- **Inclusion Gaps**
 - People with disabilities face persistent challenges
- **Education-Labor Mismatch**
 - Academic paths not aligned with job market
- **ICT Workforce Strength**
 - 5.4% ICT specialists, above EU avg
- **Key Initiatives**
 - National Action Plan, Digital Citizen Academy, Upskilling 55+, STEM in schools
- **Targeted Support**
 - Rural, mountainous, women, vulnerable groups
- **Investments**
 - €24M for skills by 2026, incl. school digital transformation

EU Digital Skills Strategy: Targets and Key Initiatives

- **EU 2030 Digital Compass Targets**

- 80% of adults to have basic digital skills
- 20 million ICT specialists employed
- Promote women's participation in ICT

- **Key Initiatives**

- Digital Europe Programme funding for AI, data, cloud, cybersecurity
- Digital Skills and Jobs Platform as central hub
- Update of Digital Competence Framework in 2025
- New academies for Quantum, AI, Virtual Worlds and Cybersecurity
- European Digital Skills Certificate pilot for recognition
- STEM Plan to boost female participation

Union of Skills

5 March 2025

[Leave a Comment](#)



Corporate News

Union of Skills: Cisco to Equip 1.5 Million People in the EU with Digital Skills by 2030

4 min read

[Press Release](#)

News Summary

- Cisco announces new goal to equip 1.5 million people in the EU with basic digital skills by 2030 through the Cisco Networking Academy.
- Aligned with the EU's Union of Skills, Cisco also plans to train 5,000 instructors in the EU over the next five years to develop a future- and AI-ready workforce through vocational education and training (VET), and higher education.
- With this two-pronged approach, Cisco's initiative will help address the skills gap and build a resilient workforce in line with the EU's ambitions to put digitization and AI at the center of the competitiveness agenda.



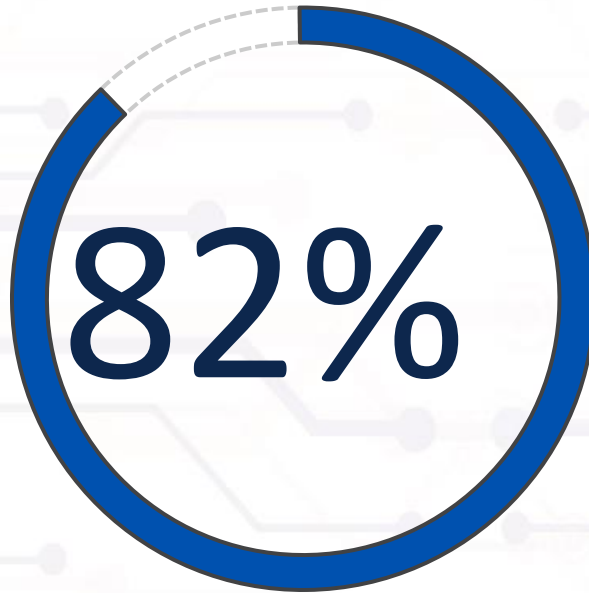
AI and the future of ICT jobs

Preparing for the transformation opportunity



Are we ready ?

“

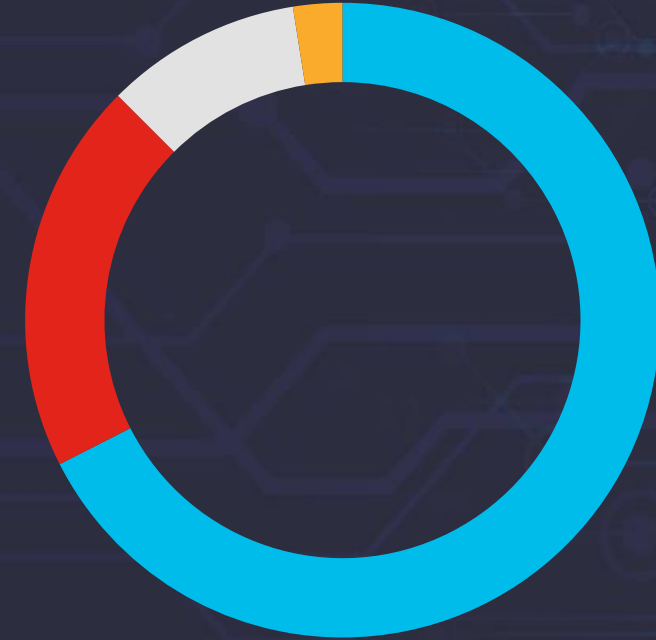


While 82% of instructors recognize the importance of teaching AI/ML Skills, only 10% feels equipped to do so.

AI/ML What do NetAcad instructors think



68% Thinks that AI/ML will CHANGE or AUGUMENT ICT Jobs,
20% thinks AI/ML may replace SOME ICT jobs,
10% thinks AI/ML may replace MANY ICT jobs,
2% don't have an opinion yet,
0% thinks AI/ML will NOT have a significant impact on ICT Jobs.



What's on everyone mind?



How will my job change, and how can I adapt to these changes?

How can we equip our students with the right competencies to succeed as AI enabled workforce?



Forecasting AI Impact on Jobs



The Washington Post | LIVE

Future of Work

The Impact of AI

Tuesday, July 11 at 2:00 p.m. ET / 7:00 p.m. BST



Alondra Nelson
Professor, School of Social
Science, Institute for Advanced
Study and Senior Fellow, Center
for American Progress



Sal Khan
Founder & CEO
Khan Academy



Michael Howells
President, Workforce
Skills, Pearson

BREAKING NEWS

Will AI chatbots replace human jobs in future? This is what ChatGPT said

We asked ChatGPT, developed by OpenAI, if AI chatbots can really replace human jobs, and it gave a very politically correct answer. It didn't accept the AI chatbot could replace human jobs, nor did it deny it.



EMPLOYMENT EVOLUTION



LIVE

ARTIFICIAL INTELLIGENCE IS TAKING OVER THE WORKFORCE

MORNING
in
AMERICA

O MAYOR, BRANDON JOHNSON TO FACE PAUL VALLAS IN RUNOFF

NN LATEST HEADLINES

NEWSNATION

8:49 ET



AI-ENABLED ICT WORKFORCE CONSORTIUM

VISION



Enable success
of the ICT workforce
in the AI era

MISSION



Create frameworks and provide actionable
insights to help workers and employers
leverage the transformational opportunity of
AI on ICT jobs



Résumé

A report in 2024 providing an in depth analysis of the impact of AI on ICT jobs and the industry

7 job categories

Business + Management, Cybersecurity, Data Science, Design + User Experience, Infrastructure + Operations, Software Development, Testing + Quality Assurance

47 roles

From beginner to experienced roles

80% of the most in demand roles*

in the US and five EU Countries (Feb. 2023 – Feb. 2024)

*Indeed Hiring Lab

accenture

cisco

eightfold.

Google

IBM

indeed

intel.

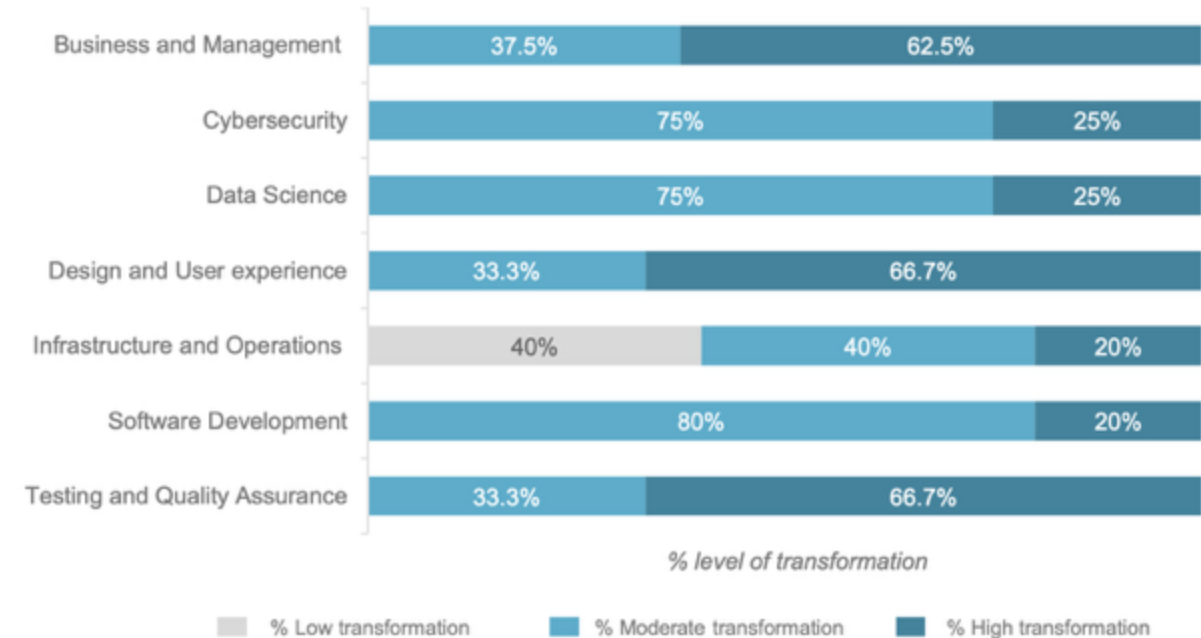
Microsoft

SAP



A few conclusions

The rate of impact varies greatly from one job category to another



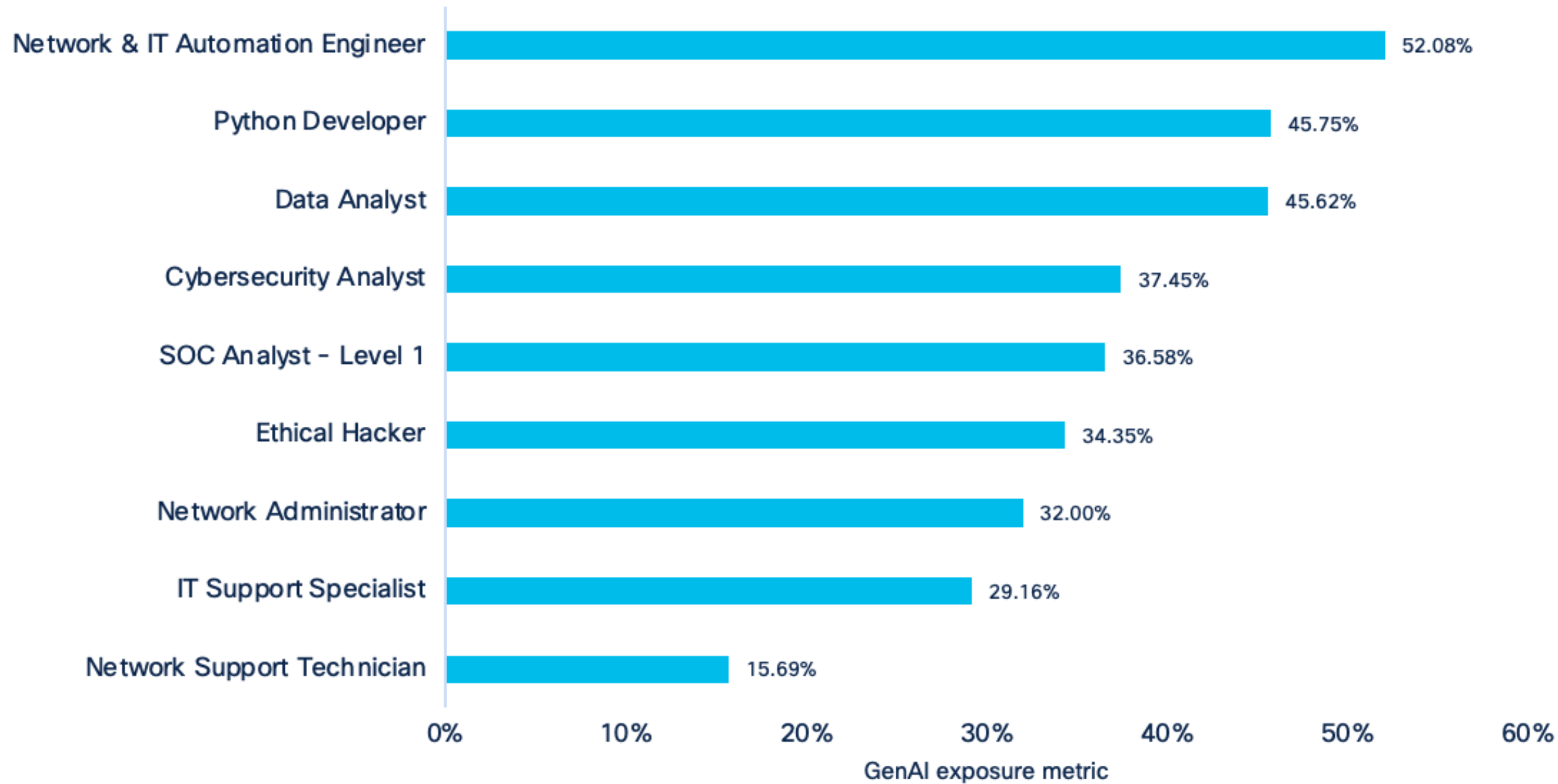


Netacad Jobs

Focusing on some of the Netacad Jobs

Job Role	Portfolio	Certification
IT Technician	IT Support Path*, ITE	CCST IT Support
Network Technician	Network Tech Pathway	CCST Networking
Network Administrator	CCNA	CCNA
Cybersecurity Analyst	Junior Cyber Pathway	CCST Cyber
SOC Level 1 Operator	CyberOps Associate	CyberOps
Ethical Hacker	Ethical Hacker	EH Certificate
Data Analyst	Data Analytics Essentials	--
Python Developer	Python Essentials 1, 1	PCAP
Network & IT Automation	DevNet Associate	DevNet Associate

Average Gen AI Exposure by Job Role





ICT in Motion: Empowering the Next Generation for an AI-Integrated Workforce

Key Insights and Educational Strategies from the AI Workforce

Consortium 2025 Report

AI Workforce Disruption: Key Data Insights

- **AI Roles Lead ICT Growth**

- 7 of 10 fastest-growing roles are AI-related

- **AI Skills Pervasive in Jobs**

- 78% of analyzed roles now require AI skills

- **Fast-Growing Specialist Skills**

- LLM Security & Jailbreak Defense +298%
- Responsible AI +256%, Foundation Model Adaptation +267%, Multi-Agent Systems +245%

- **Rising Demand for Human Skills**

- Communication, leadership, critical thinking, problem-solving remain vital

Practical Tools and Resources from the AI Workforce Consortium

- **AI Workforce Playbook**
 - Aligns workforce development with AI goals and strategies
- **2025 AI Skills Glossary**
 - Common vocabulary for in-demand AI skills, unifying job and training language
- **Learning Recommendations Catalog**
 - Curated resources for emerging tech and AI skills
- **Consortium Commitment**
 - Partners dedicated to scaling global AI upskilling initiatives

Relevant Cisco Networking Academy Courses for AI Workforce Readiness

- **Foundational AI & Data Science**

- Introduction to AI – core concepts, applications, ethics
- Introduction to Data Science – understanding data-driven AI
- Python Programming – essential for AI/ML development

- **AI Infrastructure & Operations**

- CCNA Networking – infrastructure for AI workloads
- Linux Essentials – managing AI development environments

- **Cybersecurity for AI**

- Introduction to Cybersecurity – security principles & AI governance
- CyberOps Associate – threat detection & AI security

- **Educator Benefit**

- Structured, current resources to close AI skill gaps

Our philosophy

Flexibility

Allowing learners to begin their journey when and where they want to

Accessibility

Providing shorter, easier to digest content that encourage learners to believe in their ability to leverage certification for a new career

Experienced Ecosystem

Lead the learner to **our academies**, who have always been the secret to our success

A Skills-to-Jobs Program

Comprehensive learning offerings to develop career-ready learners



Networking



Cybersecurity



AI & Data Science



Information
Technology



Programming



Digital Literacy



Sustainability



Professional Skills



Practice



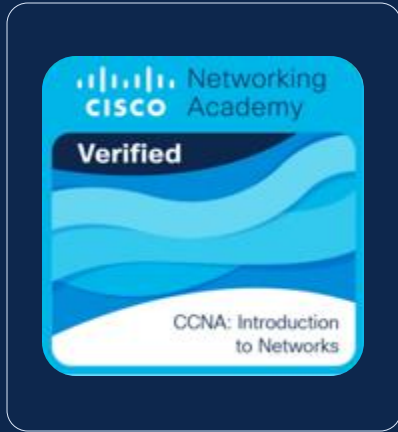
Cisco Packet Tracer

A comprehensive learning journey



Courses

Lay the foundation for competency in networking, from the essentials to advanced knowledge.



Digital badges

Verify skills to the world and future employers – and enhance professional brand on social media.



Certifications

Industry recognized certifications that are among the most in-demand.

95% of students with a Cisco certification get a new job or learning opportunity.



Links to jobs

Collaborations with job placement firms worldwide (Randstad, Manpower)

Specific talent compacts aimed at solving local needs with local solutions



Top Jobs

- Network Administrator
- Junior/Associate Network Engineer
- Systems Engineer
- Network Support Technician
- CyberSoc Analyst
- Penetration Tester
- Data Analyst

Cisco Networking Academy Portfolio

		Cybersecurity	Networking	AI & Data Science	Programming	Information Technology	Digital Literacy	Cisco Packet Tracer	Professional Skills
Introductory		Introduction to Cybersecurity <i>Featured module: AI Security Nuggets</i>	Introduction to IoT and Digital Transformation	Introduction to Data Science Introduction To Modern AI AI Fundamentals with IBM SkillsBuild AI with Intel Learning Collection <i>Featured module: The Road to Intelligent Machines</i>		Computer Hardware Basics Operating System Basics Linux Unhatched	Digital Awareness Using Computer and Mobile Devices Create Digital Content, Communicate, and Collaborate Online	Getting Started with Cisco Packet Tracer Exploring Networking with Cisco Packet Tracer Exploring Internet of Things with Cisco Packet Tracer	Core Skills <ul style="list-style-type: none"> Creating Compelling Reports Engaging Stakeholders for Success English for IT <ul style="list-style-type: none"> English for IT 1 and 2 Entrepreneurship <ul style="list-style-type: none"> Discovering Entrepreneurship Launching a Business Venture Managing a Business Venture Career Resources <ul style="list-style-type: none"> Career Preparation Workshop
Intermediate	Aligned to Entry-level Certification	Cybersecurity Essentials Endpoint Security Network Defense Cyber Threat Management	Networking Essentials Networking Basics Networking Devices and Initial Configuration Network Addressing and Basic Troubleshooting Network Support and Security		Python Essentials 1 JavaScript Essentials 1 C Essentials 1 C++ Essentials 1	IT Essentials Linux Essentials			Practice Tools Labs <ul style="list-style-type: none"> Cisco Packet Tracer Virtual machines Remote labs Physical equipment Interactive Learning <ul style="list-style-type: none"> Built-in web widgets Interactive branching activities Assessments <ul style="list-style-type: none"> Adaptive assessments powered by AI Formative quizzes and exams Summative exams
	Aligned to Associate level Certification	CyberOps Associate Ethical Hacker	CCNA: Introduction to Networks CCNA: Switching, Routing, and Wireless Essentials CCNA: Enterprise Networking, Security, & Automation DevNet Associate		Python Essentials 2 JavaScript Essentials 2 C Essentials 2 C Advanced C++ Essentials 2 C++ Advanced	Linux 1 Linux 2			
		Network Security		Data Analytics Essentials					

Cisco Networking Academy

Fast Facts

24.2M

Students since inception with
27% female

4.7M

Students in FY24

25.0%

Year over year growth

190

Countries where we serve
learners

12,100

Active academies

31,300

Instructors with 23% female

52.3%

U.S. students in FY24 are
racial/ethnic minorities typically
underrepresented in tech

232K

Students with self-reported
disability (FY19-FY24)

25.8% African American/Black

20.9% Hispanic or Latino

3.8% Two or more races

1.2% American Indian or Alaska Native

0.6% Native Hawaiian or Pacific Islander

Metrics reported are for FY24 unless stated otherwise.

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Cisco Networking Academy

Global Impact

In FY'24, percentage of students who say Cisco Networking Academy...*

55%

Helped them obtain a job

80%

Helped them obtain any career opportunity

96%

Helped them obtain any career or educational opportunity

98%

Had a positive impact on their lives

4.26M Jobs

Estimated to have been obtained by students completing Cisco career certification or IT Essentials courses (FY05-FY24).

94%

of Instructors say that Cisco Networking Academy helped them become a better educator.**

Faces of the Cisco Networking Academy



Rebecca Baca
Albuquerque, New Mexico

- Single mother with 5-year-old daughter
- Enrolled in Networking Academy courses through technical school
- Earned CCNA & CCNP
- Currently Senior Network Engineer



Luigi Celeste
Italy

- At 23 charged with manslaughter by protecting mother and brother from his father's abuse
- Joined Cisco Networking Academy in prison, first prisoner to earn CCNA
- Now an IT and Security Professional



Liang Chen
Zhengzhou, China

- Grew up in underprivileged family
- Attended a vocational school & joined Cisco Networking Academy
- After graduating started his own business
- Able to support this family & improve their financial status



Dandy Cantaka
Malang, Indonesia

- Unable to attend college due to father's illness
- Attended vocational school and joined Cisco Networking Academy
- Network Security Engineer helping to provide for mother and father



Edna Felix
Rio de Janeiro, Brazil

- Father died at 17, had to help support her family
- Enrolled in Networking Academy
- Selected to work on technical team at the NBA House during 2016 Olympics



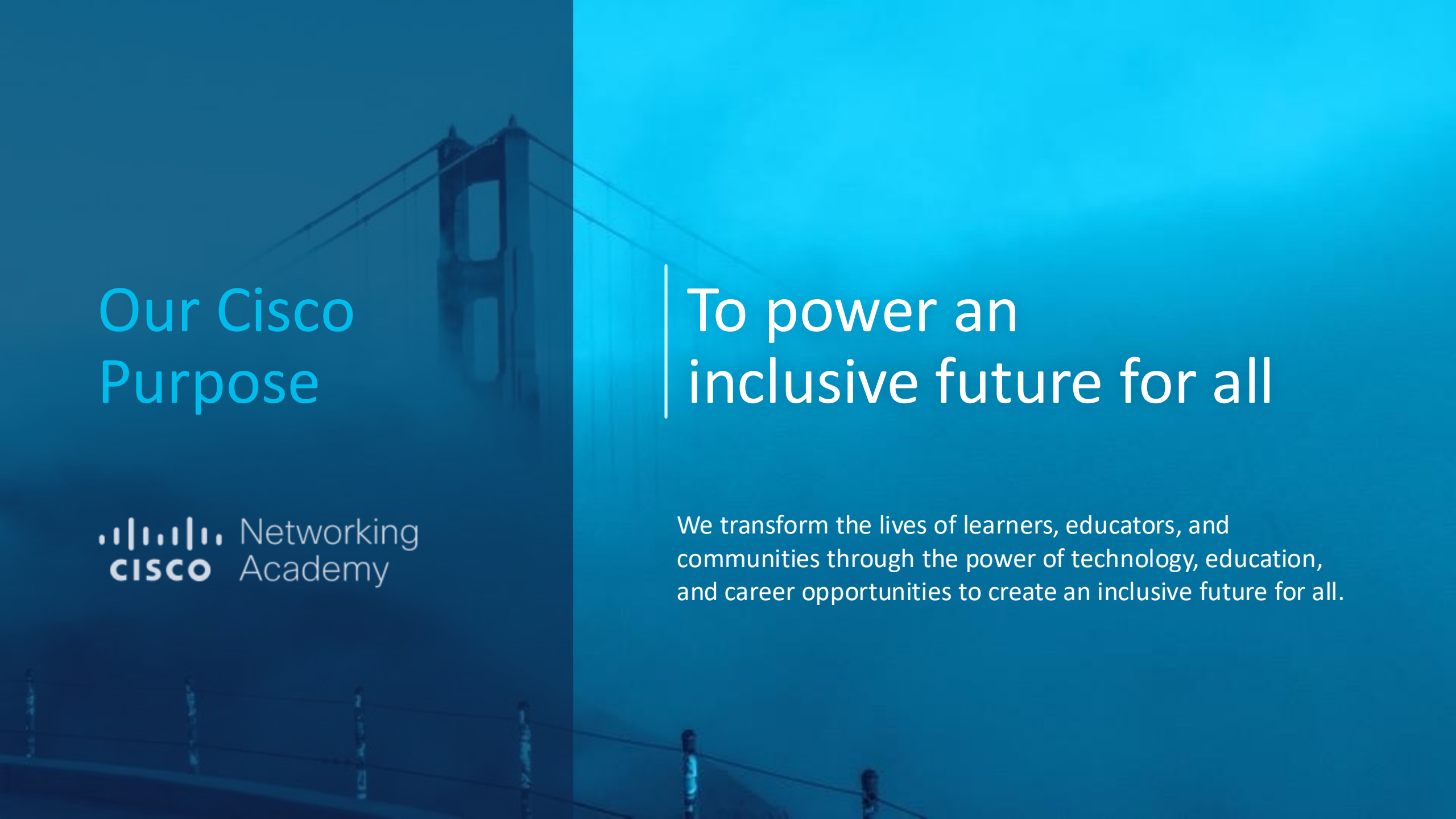
Soso Luningo
Eastern Cape, South Africa

- Raised in a corrugated tin house with dirt floors
- Only one from her village to qualify for computer lessons, completed CCNA
- Multiple roles in IT, NetAad Instructor and now works for the Networking Academy

For more stories visit: <https://www.cisco.com/c/en/us/about/csr/impact/education/networking-academy.html>

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A background image of the Golden Gate Bridge in San Francisco, shrouded in thick fog. The bridge's iconic towers and suspension cables are visible, creating a serene and atmospheric scene. The image is split vertically, with the left side being a darker blue and the right side being a lighter blue.

Our Cisco Purpose



To power an inclusive future for all

We transform the lives of learners, educators, and communities through the power of technology, education, and career opportunities to create an inclusive future for all.

Q&A



