

# Digital Employeeship

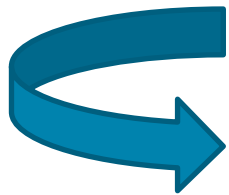
Building competence to use smart and efficient digital work tools



SOLNA STAD

# Background

- Challenges in the future welfare sector and digitalization will change the way we work, how we develop, operate and lead our organizations.
- In order to be able to effectively utilize the possibilities of digitalization, employees need to be digitally prepared, and managers need to have the ability to strategically lead digital development work.
- The digital level of knowledge in the City of Solna varies and there is a need to develop the skills of the professional groups that meet our citizens daily.



The ESF project "Digital employeeship" in two of the City of Solna's administrations: Child, Youth and Education Office and Care Services Office. A total of 1200 employees and managers. 80% of the participants are women, mainly with lower educational backgrounds and many are foreign born.

# European Social Fund (ESF) project

- Granted SEK 27.3 million/ EUR 2,52 million from the European Social Fund (ESF) – Program area 1 - Skills development



# Aim and expected effects

- The project aims to provide managers and employees with the competence needed to use smart and efficient digital work tools so they can work more efficiently and experience less stress linked to digital tools. The output is to improve employability and lifelong learning for working groups and individuals. Children, elderly people and people with disabilities will meet appropriately trained staff who will deliver higher quality services.
- The project will also develop new working methods to build a sustainable organization where working digitally is a natural element.

# Organization



# Care Services Office



- The target groups are employees and managers in care homes, group accommodation, home-help services and accommodation for persons with disabilities.
- Training is provided to the individuals who need the knowledge to be able to fulfil their tasks and mainly through individual meetings with digital competence leaders.
- Training is focused on various administrative and operational systems and tools needed to be able to handle the daily work.

# Child, Youth and Education Office

- The target groups are employees and managers in preschools, preschool class and after-school centers + as an effect of the pandemic, to primary schools.
- Training is provided to all employees in larger groups.
- Training is focused on learning how digital tools can strengthen and develop the pedagogical work.



# From project to a sustainable organization

Competence development for employees and managers in systems/programs/apps

E-training and manuals are produced and implemented in a learning platform

Managers are being trained in Change Management and Digital Transformation.

The competence leaders, managers and participants work together to develop new working methods to build an organization where working digitally is a natural element.



Participating offices have a sustainable organization for continuous adequate digital development.



# Contact details



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