Level Up

D5.1

Report on the implementation of the training courses

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European University Cyprus

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History of changes

Version	Date	Submitted by	Reviewed by
v1.0	22/11/2025	European University Cyprus	GRANTXPERT, JOIST, CITEA
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Summary of changes

Following the final project review meeting and the feedback provided by the European Commission, Deliverable **D5.1 – Report on the implementation of the training courses** was revised to strengthen participant profiling and consolidate participation and performance reporting, as requested.

To address the specific review comments, the following updates were implemented:

EC Review Comment	Section Added / Revised	Page	Comments / Notes
Improve participant profiling by including tables showing participation by target groups (business leaders/managers and employees).	Section 3.3 – *Participants profile*	p. 12	A dedicated participant profiling section was added, including visual tables presenting participation by target group (business leaders/managers, employees, jobseekers) and participation by country, enhancing clarity and alignment with project target audiences.
Provide a consolidated participation and performance table including: registered participants, trained participants, certifications issued, drop-out rates by course, and the number of evaluation responses (overall and per course).	Section 3.4 – *Participation and Performance*	p. 11–12	A consolidated participation and performance overview table was added summarising key quantitative indicators. Explanatory text clarifies calculation of indicators. Detailed evaluation response breakdowns (overall and per course) are cross-referenced to Deliverable D5.2 to avoid duplication.

These revisions directly respond to the European Commission's review recommendations and enhance the robustness, readability, and evaluability of the deliverable, while maintaining consistency with the data already reported across WP5 deliverables.

No other substantive changes were made to the implementation narrative or reported results.

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Executive Summary

The Level Up project implemented an extensive training programme aimed at strengthening the digital capacity of SMEs' managers, employees, job seekers, and professionals across Europe. Under Work Package 5 (WP5), partners delivered a wide range of training courses addressing the digital skills gaps identified in earlier project phases, particularly the labour market needs and priority capacity areas defined in WP3.

The implementation phase resulted in the successful delivery of **251 training courses**, significantly surpassing the initial target of 100. These courses covered key digital domains including Artificial Intelligence (AI), Data Analytics, Cybersecurity, Cloud Computing, Internet of Things (IoT), Blockchain, Digital Communication, and General ICT Skills. Training was delivered through multiple formats, including synchronous online sessions, on-site workshops, and asynchronous modules hosted on partner learning platforms. This multimodal approach ensured flexibility and accessibility for diverse SME audiences across partner countries.

The training programme achieved substantial reach and engagement. Across the consortium, the courses attracted **16,483 participants**, exceeding the target of 15,000, and engaged **5,198 SMEs**, far surpassing the target of 3,000. Participants represented a broad mix of SME managers, employees, job seekers, high-skilled professionals, and entrepreneurs from Cyprus, Finland, Germany, Greece, Italy, and other EU regions. Courses were delivered in several languages (EN, EL, FI, DE), supporting inclusiveness and broad European participation.

Implementation performance was monitored continuously throughout the delivery period. Trainers—both internal and external—delivered course content using harmonised templates, technical support systems, and learning environments established under WP5. Attendance, participation, and platform access were tracked to ensure smooth operational delivery. Training content, delivery methods, and formats were updated when needed based on implementation feedback and logistical observations.

A dedicated analysis of the Key Performance Indicators (KPIs) defined in the proposal confirms that the implementation phase exceeded all major targets. These include the total number of courses delivered, SME engagement, and participant reach. A detailed breakdown of KPIs achieved per partner is presented in Section 3 of the deliverable.

The completed implementation activities demonstrate the consortium's capacity to mobilise a comprehensive and large-scale digital skills training programme. They also provide a strong foundation for the evaluation activities reported separately in Deliverable D5.2, which addresses satisfaction, learning outcomes, and overall training effectiveness.

1. Introduction & Objectives

The Level Up project aims to enhance the digital capabilities of SMEs' managers, employees, job seekers, and professionals across Europe. It supports the wider objective of accelerating digital transformation in SMEs by equipping the workforce with advanced digital competencies. Work Package 5 (WP5) plays a central role in this mission, as it focuses on the large-scale delivery of digital skills training across partner countries.

The implementation of the training programme under WP5 translates the project's strategic priorities into concrete learning opportunities. It ensures that the digital skills gaps identified in WP3 are addressed through high-quality, accessible, and industry-aligned training interventions. This deliverable documents how these training courses were implemented, including the resources used, the delivery mechanisms, the formats adopted, and the extent of participant engagement across the consortium.

Objectives of Training Implementation

The implementation of the Level Up training courses was guided by the following objectives:

• **Upskilling and Reskilling:** Equip SME managers, employees, and job seekers with essential digital competencies across key capacity areas such as Artificial Intelligence (AI), Data Analytics, Cybersecurity, Cloud Computing, Internet of Things (IoT), and additional emerging technologies.

• **Accessibility and Inclusivity:** Ensure wide access to training by offering flexible delivery formats (synchronous, asynchronous, and hybrid), enabling participation from diverse regions, professional backgrounds, and levels of digital readiness.

• **Industry-Relevant Content:** Deliver training that reflects real market needs and business practices, using practical examples, applied case studies, hands-on activities, and insights from subject-matter experts.

• **Capacity Building for SMEs:** Support SMEs in adopting digital tools, methods, and technologies that enhance productivity, competitiveness, and long-term resilience.

• **Certification and Recognition:** Issue certificates of completion to validate newly acquired digital skills and support career development and employability.

Scope of Training Implementation

The implementation phase under WP5 covered the following components:

- Deployment of a comprehensive set of digital skills training courses tailored to SME managers, employees, job seekers, and professionals.
- Delivery of courses across partner countries, ensuring geographic inclusiveness and participation diversity.
- Use of synchronous online training, face-to-face workshops, and asynchronous modules, depending on the thematic area and learner needs.

- Engagement of participants through instructor-led sessions, demonstrations, simulations, practical exercises, and real-world applications.

This deliverable reports on the full implementation of WP5, including the volume and type of courses delivered, participation statistics, delivery formats, involvement of internal and external trainers, and adherence to the implementation requirements of the Grant Agreement.

2. Purpose of the Deliverable & Link to WP5

This deliverable, **D5.1 – Report on the Implementation of the Training Courses**, provides a detailed account of how the Level Up training programme under Work Package 5 (WP5) was implemented across partner countries. It documents the operational processes that enabled the large-scale delivery of digital skills training, including planning, scheduling, deployment of trainers, delivery modalities, participation reach, technical arrangements, and implementation-related challenges.

WP5 focuses specifically on the **delivery** of the Level Up training courses. Within this context, D5.1 reports on:

- the organisation and roll-out of updated and newly developed courses,
- the implementation of the course release schedule and delivery timeline,
- the deployment of internal and external trainers based on identified needs,
- technical and logistical arrangements required for course delivery,
- participation numbers and partner contributions across the consortium,
- challenges encountered during implementation and corresponding mitigation measures.

This deliverable is directly linked to **Task 5.2 – Implementation of Training Courses**, which defines the practical steps for delivering training across the project period, including the preparation of an action plan, the prioritisation of updated and new courses, and the scheduling of synchronous and asynchronous training sessions.

Scope Boundaries

To ensure clarity and avoid overlap with other deliverables:

- **Implementation** activities are reported in this deliverable (**D5.1**).
- **Evaluation** of the training courses (including satisfaction, effectiveness, and quality analysis) is reported separately in **D5.2**.
- **Dissemination and communication** activities, apart from those strictly supporting implementation, are reported in **WP2 deliverables**.

Accordingly, **D5.1 explains how the training was implemented**, while **D5.2 explains how the training performed**.

3. Key Performance Indicators (KPIs) & Metrics

3.1 Key Performance Indicators (KPIs)

This section presents the Key Performance Indicators (KPIs) defined in the Level Up proposal and the extent to which they were achieved during the implementation of the training programme under WP5. As required by the Project Officer, the KPIs are reported clearly and supported by consortium-wide evidence.

KPI Defined in the Proposal	KPI Achievement Summary
Minimum 100 training courses delivered	251 courses delivered (Exceeded)
At least 15,000 participants trained	16,483 participants reached (Exceeded)
Minimum 3,000 SMEs engaged	5,198 SMEs engaged (Exceeded)
Training delivered through online, hybrid and face-to-face, asychronous or synchronous mode	Achieved
> 24,600 applications to be received in total	22,500 applications received (Slightly below target)
80–85% completion rate across courses	Achieved – Completion rate within the 80–85% range
13,200 certifications/diplomas issued	~10,000 certifications issued (Partially achieved)
2,500 SME owners or managers to participate	4,200 SME owners/managers trained (Exceeded)
3,000 participants per key capacity area	Achieved in 3 areas (General ICT, Data Analytics, AI); Not achieved in 4 areas (Cloud & Programming, Cybersecurity, IoT, 3D Printing) *Although the target of 3,000 participants per capacity area was achieved in only three areas, this reflects a **strategic, needs-based prioritisation** informed by WP3 findings and

	market trends. Participation was highest in the areas with strongest SME demand—**General ICT Skills (4,071)**, **Data Analytics (4,987)**, and **Artificial Intelligence (6,465)**. Lower numbers in more specialised fields—**Cloud & Programming (575)**, **Cybersecurity (358)**, **IoT (27)**, and **3D Printing (0)**—correspond to limited SME interest rather than implementation gaps. The distribution therefore aligns with real training needs and maximises programme relevance and impact.

Table 1: KPIs defined in the proposal and achievement

3.2 KPI Achievement by Training Provider

The table above provides a detailed breakdown of KPI achievements per training provider, comparing the targets established in the proposal with the actual results delivered by each partner. All partners demonstrated strong performance, collectively exceeding the overall WP5 targets for the number of courses delivered, SME engagement, and participant reach.

PARTNER	Number of Courses TARGET	Number of Courses REACHED	Number of SMEs TARGET	Number of SMEs REACHED	Number of Participants TARGET	Number of Participants REACHED
Stackfuel GmbH	15	29	650	963	4,000	**3,954**
JOIST	15	18	500	564	1,400	**1,291**
GrantXpert	15	26	500	196	1,510	**1,535**
European University Cyprus	20	33	-	-	2,400	**2,916**
DIGIAN (Workearly)	15	45	600	897	2,690	**2,951**
Robocoast (Prizztech)	15	95	720	2,574	2,700	**3,670**
CENTRO PER LO SVILUPPO CREATIVO DANILO DOLCI (CSC)	5	5	30	4	300	**166**
TOTAL	**100**	**251**	**3,000**	**5,198**	**15,000**	**16,483**

Table 2: KPIs achievement per Training Provider

3.3 Participants profile

This section provides an overview of the participant profile reached through the Level Up training activities, with a focus on participation by target group and country. The use of visual representations supports a clearer and more structured presentation of participant characteristics, in line with the project's target audiences and geographical scope.

Participation by Target Group

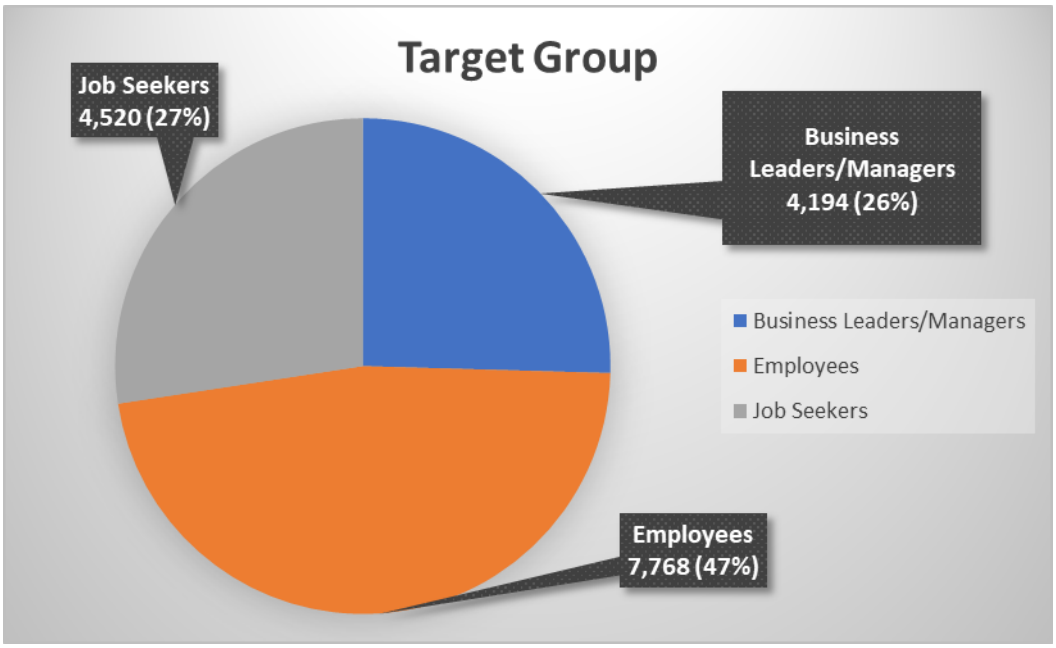

Figure 1: Participation by Target Group

The diagram illustrates the distribution of participants across the three main target groups addressed by the project: business leaders/managers, employees, and jobseekers.

The visual breakdown shows that the majority of participants belong to the two primary target groups of the project—**employees** and **business leaders/managers**—confirming that the training offer was well aligned with the project's objective of supporting digital upskilling and reskilling within SMEs. Employees represent the largest group, highlighting the strong emphasis placed on enhancing operational and technical digital skills within the workforce.

The significant participation of **business leaders and managers** indicates that the project also successfully engaged decision-makers and individuals in strategic roles, supporting organisational-level digital transformation. In parallel, the inclusion of **jobseekers** demonstrates the project's broader contribution to employability and workforce readiness, extending its impact beyond those already in employment.

Overall, the diagram confirms a balanced reach across complementary target groups, reinforcing the relevance and inclusiveness of the training programme.

Participation by Country

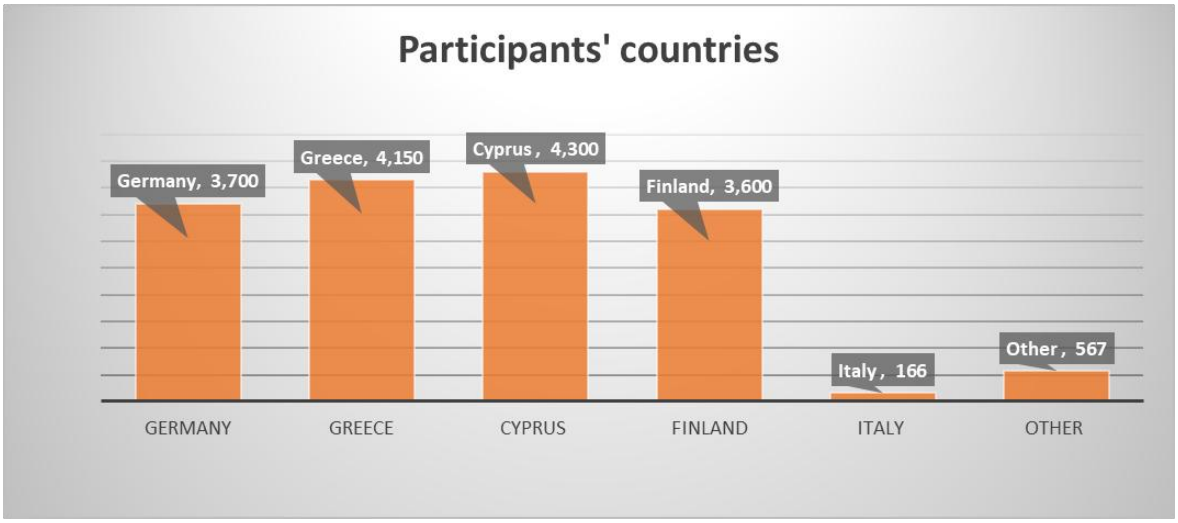

Figure 2: Participation by Country

This diagram presents participant distribution by country, highlighting the geographical reach of the Level Up training activities.

The visualisation indicates strong participation across multiple European countries, with particularly high engagement in countries where project partners actively delivered training activities. The spread of participants across different national contexts reflects the transnational character of the project and its ability to respond to diverse digital skills needs at European level.

The presence of participants from additional countries beyond the main implementation locations further illustrates the scalability of the training offer and the effectiveness of dissemination and outreach activities. Overall, the diagram demonstrates that the project achieved broad geographical coverage, supporting knowledge transfer and skills development across borders.

3.4 Participation and Performance

This section presents a consolidated overview of participation and performance indicators across the Level Up training activities. The table below summarises the key quantitative metrics defined in the project proposal, providing a concise snapshot of outreach, effective participation, certification outcomes, course completion, and evaluation coverage.

Key Quantitative Metrics	Number
Registered participants	22,500
Trained participants	16,483

Certifications issued	10,000
Drop-out rates by course	~15%
Number of evaluation responses	4,288

Table 3: Participation and Performance Overview

The number of evaluation responses (overall and per course) is reported in Deliverable D5.2 – Report on the evaluation of the training courses.

Registered Participants

The number of registered participants reflects the overall outreach and visibility of the Level Up training offer. Registrations capture initial interest and engagement across all dissemination and recruitment channels and demonstrate the project's ability to attract a broad and diverse audience at European level.

Trained Participants

Trained participants represent individuals who actively participated in the training activities and met the minimum requirements to be considered as having completed a course. This indicator provides a more accurate measure of effective participation and learning engagement than registrations alone.

Certifications Issued

Certifications were issued to participants who successfully completed the required learning activities in accordance with the criteria defined by each training provider. The number of certifications issued highlights the tangible learning outcomes of the project and its contribution to recognised skills development.

Drop-out Rates by Course

Drop-out rates were calculated at **course level**, based on participant completion rather than initial registration. Across the training portfolio, courses demonstrated a **high completion rate, averaging between 80% and 85%**, depending on course format and duration.

The reported **approximately 15% drop-out rate** reflects participants who registered and started a course but did not complete the minimum required proportion of learning activities to be considered as having completed the course. This includes partial attendance in synchronous sessions or incomplete engagement with asynchronous course materials.

Variations in completion rates were influenced by factors such as course length, delivery format (online, blended, or face-to-face), and participant availability. Overall, the completion figures indicate strong engagement and effective course design across the project.

Number of Evaluation Responses

Evaluation responses were collected through structured feedback mechanisms implemented by training providers. These responses form the basis for the analysis of participant satisfaction, course quality, and impact. Detailed breakdowns of evaluation responses, both overall and per course, are presented in Deliverable D5.2 – Report on the evaluation of the training courses.

4. Methodology for Implementation

The implementation of the Level Up training programme followed a rigorous and highly coordinated methodology designed to ensure alignment with SME needs, consistency across partner countries, and efficient monitoring of progress. The approach was grounded in the labour market findings of WP3 and fully aligned with the requirements and KPIs defined in the Grant Agreement.

4.1 Needs-Based and KPI-Driven Approach

The selection, design, and delivery of all training courses were directly informed by the digital skills gaps identified through the comprehensive research undertaken in WP3 (D3.1 and D3.2). Training content was therefore developed in a highly targeted manner, ensuring that each course addressed real and documented skills shortages in the participating countries. As a result, courses were very carefully designed and delivered to respond to the specific needs, skill levels, and digital readiness of SMEs identified during WP3.

Priority thematic areas included ICT skills, data analytics, artificial intelligence, cloud and software programming, IoT, cybersecurity, and 3D/engineering technologies.

From the early stages of WP5, all training providers were clearly informed about their national responsibilities and KPIs for course delivery. These KPIs were defined based on:

- the size and characteristics of each partner's national network,
- the population and SME density of each country,
- anticipated outreach capacity,
- the thematic needs revealed by WP3 research.

This allowed partners to plan their national training portfolios strategically and realistically, ensuring balanced implementation and measurable progress across the consortium.

4.2 Structured Delivery and Strong Consortium Coordination

To maximise accessibility for diverse participant groups, training was delivered in multiple formats, including online synchronous sessions, on-site workshops, hybrid delivery, and self-paced asynchronous modules. This flexibility ensured that SMEs from both urban centres and remote regions could participate regardless of time constraints or digital infrastructure limitations.

A unified coordination framework was established early in the project, clearly outlining the stages and procedures for training implementation. Common templates, shared registration and attendance procedures, and standardised evaluation tools ensured methodological consistency across partners and facilitated central monitoring of progress.

4.3 Central Monitoring Through a Shared Live Tracking System

A key tool supporting implementation was the shared Excel database titled **"CourseStatus_and_SocialMediaTracker"** This carefully designed live document was updated almost daily by training providers and served as the central source of truth for WP5 monitoring.

The shared Excel file contained four main tabs:

1. **Social Media Posts** – promotional materials, captions, hashtags, visual assets, and dissemination planning.
2. **Planning Courses** – courses scheduled for upcoming delivery, with planned dates and formats.
3. **Current Courses** – ongoing courses, including long-duration or asynchronous programmes.
4. **Completed Courses** – finalised courses with full participation and results data.

Key metadata recorded for each course included: input date; category; title; training provider; description; delivery type and mode; language; start date; prerequisites; proof type; links to training materials; digital leaflets; landing page; website status; industry; target group; existing/new; version; collaborating partners; finish date; duration; price; number of participants (male, female, non-binary); number of SMEs; certificates issued; training platform; and participant feedback.

The shared system ensured transparency, real-time coordination, and a unified data structure across the consortium.

4.4 Updating of Website and Dissemination Activities

Information recorded in the shared tracking document served as the main source for keeping the Level Up website (https://levelup-skills.eu/) continuously updated with all available training courses. New and revised courses were uploaded regularly, ensuring that each training offer was correctly categorised under the seven thematic areas and remained fully accessible to prospective participants.

Dissemination activities were carried out through the project's official social media channels, including **LinkedIn, Facebook and Instagram**. Posts were aligned with the promotional materials and course information provided by training partners, ensuring consistent messaging and broad visibility.

In addition to the project's official accounts, partners actively promoted the training courses through their own organisational social media channels, newsletters, and communication networks. This joint approach expanded outreach and helped engage SMEs, intermediaries, and local communities across all participating countries.

4.5 Development of Unified Communication Materials

To ensure a coherent and recognisable visual identity across all training-related communications, the consortium developed standardised digital leaflet templates for each of the seven training categories. These templates provided a harmonised structure for presenting key information about each course and ensured that all partners adhered to the same visual and branding requirements.

Each template incorporated:

- Level Up project branding and colour scheme,
- mandatory European Commission logos,
- the training provider's logo,
- direct enrolment links and key course information.

This standardisation strengthened the professionalism of the project's communication outputs, improved recognisability for SMEs and stakeholders, and supported a unified dissemination effort across the consortium.

4.6 Engagement of Business Associations and Local Networks

Business associations, chambers of commerce, SME networks, and sectoral organisations in each partner country played a substantial role in supporting the visibility and uptake of the Level Up training courses. Their established networks and communication channels enabled the project to reach SMEs that may not have been directly connected to project partners.

These organisations disseminated training announcements through newsletters, mailing lists, member platforms, and social media channels. They also facilitated connections with specific SME clusters and industry groups. This broadened outreach and contributed to strong participation across various sectors and regions.

Their involvement ensured that training opportunities were efficiently communicated within business communities and accessible to SMEs with differing levels of digital maturity.

4.7 Continuous Improvement and Collaborative Delivery

Training providers maintained a strong commitment to quality enhancement throughout implementation. Evaluation surveys were systematically collected after each course, and participant feedback was used to refine and update course content. In many cases, providers improved materials more than once, ensuring clarity, relevance, and accessibility.

Collaboration between partners also enriched the training offer. Several partners jointly designed or delivered courses, combining expertise to address specialised or interdisciplinary topics. This collaborative approach provided participants with broader perspectives and enhanced learning value.

Course Delivery Procedure – Roadmap

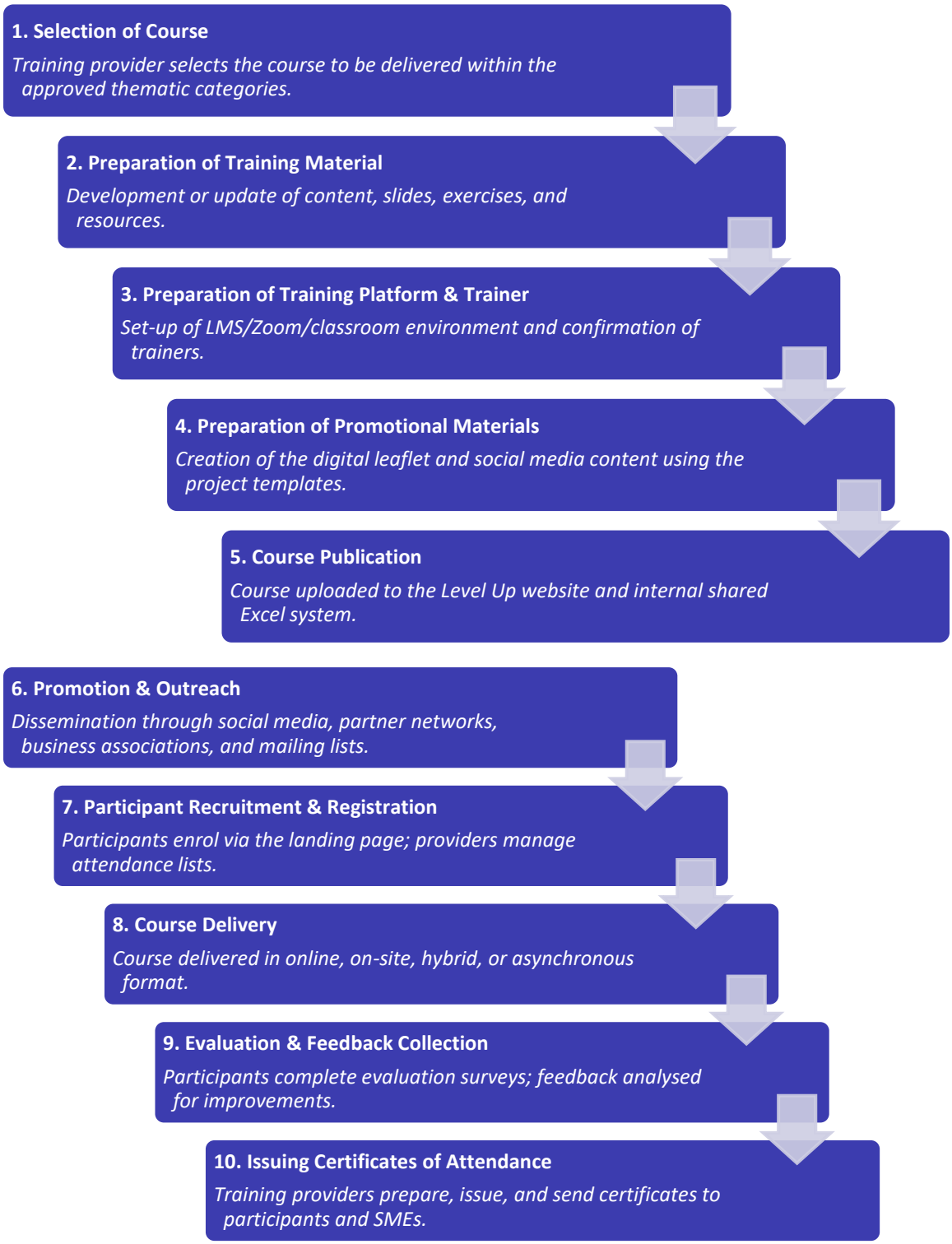

Figure 3: Course Delivery Procedure –Roadmap

5. Implementation Process

The implementation of the Level Up training programme followed a clear and structured process designed to ensure smooth delivery, consistent quality, and strong coordination across all partner countries. The process progressed through preparation, full roll-out, and continuous support, enabling partners to implement training efficiently while maintaining coherence and accessibility.

Preparatory Stage (M9–M12)

During the preparatory period, partners completed all necessary steps to ensure readiness for course delivery. Activities included:

- selecting the courses to be delivered within the approved thematic categories
- updating existing materials and finalising new training content in line with WP3 findings
- preparing learning environments, including LMS platforms, webinar tools, and physical venues
- confirming trainers and ensuring they were briefed on content, methodology, and templatesdeveloping promotional materials using the standardised digital leaflet templates
- preparing course publication information for the Level Up website
- establishing participant registration procedures, attendance tracking, and evaluation processes
- integrating each planned course into the shared "**CourseStatus_and_SocialMediaTracker**" file

This stage ensured full alignment across partners and guaranteed that all operational elements were in place before the launch of training activities.

Roll-Out Stage (M12–M35)

Following preparation, partners launched the full delivery cycle of training activities. Implementation involved:

- publishing course announcements on the project website and social media channels
- disseminating promotional materials through partner networks and business associations
- delivering online, on-site, hybrid, and asynchronous courses according to the training plan
- conducting scheduled synchronous sessions across countries and time zones
- activating self-paced asynchronous modules for continuous enrolment
- managing participant registration and attendance lists
- ensuring accessibility of materials and delivery in multiple languages
- regularly updating the shared tracking system with participant numbers, course status, and feedback

Courses were delivered continuously throughout the implementation period, covering the project's seven thematic areas and reaching a wide range of SMEs and individuals.

Ongoing Support and Monitoring

Throughout the roll-out, partners provided sustained support to both trainers and learners, ensuring smooth implementation and high-quality delivery. This included:

- offering technical support for platform access, materials, and live sessions
- monitoring attendance, participation levels, and registration trends
- adjusting schedules and adding repeat sessions when demand was high
- ensuring trainers followed standardised structures, templates, and course plans
- collecting evaluation surveys after each course to gather participant feedback
- updating and upgrading course content based on feedback and emerging needs
- maintaining accurate and timely entries in the shared monitoring system

This continuous support and monitoring ensured consistent quality, enabled rapid problem-solving, and contributed to the strong performance of the Level Up training programme across all partner countries.

6. Description of Course Implementation

The implementation of the Level Up training programme resulted in an extensive and well-structured deployment of training courses across all partner countries. This section summarises how the training was delivered, including the number of courses, delivery formats, participation levels, thematic coverage, and online accessibility.

6.1 Total Courses Delivered

A total of **251 training courses** were delivered during the implementation period, significantly exceeding the project target of 100 courses. These courses were offered across all key digital capacity areas defined in the project proposal and informed by the labour market needs identified in WP3.

All courses delivered under WP5 are publicly available on the Level Up website (https://levelup-skills.eu/) under the **Courses** section. The online catalogue presents the courses in seven thematic categories to support easy navigation for SMEs, job seekers, and professionals:

1. ICT Skills
2. Data Analytics, Data Literacy and Data-Driven Decisions
3. Artificial Intelligence (AI)
4. Internet of Things (IoT)
5. Cloud and Software / Programming
6. Cybersecurity
7. 3D Printing / Engineering

By selecting a category, users can access detailed information for each training course, including the course title, trainer name, delivery mode (online, hybrid, onsite), course description, learning objectives, duration, and available learning materials. Each page also includes the digital leaflet and registration links (where relevant), ensuring full transparency and easy access to all offerings.

A detailed list of all **251 courses**, sorted by partner, is provided in **Annexes**.

6.2 Delivery Formats

Partners implemented the programme using multiple delivery formats to ensure accessibility for participants with diverse preferences, locations, and schedules:

- **Online synchronous sessions** delivered through platforms such as Zoom, Microsoft Teams, and Blackboard.
- **On-site workshops**, primarily used for practical, hands-on, or leadership-oriented topics.

- **Asynchronous modules**, offered through partner learning platforms and accessible on a self-paced basis.
- **Hybrid formats**, combining asynchronous materials with live Q&A sessions, discussions, or practical exercises.

This multimodal approach maximised participation from different regions, time zones, and professional environments, ensuring that all interested SMEs could benefit from the training.

6.3 Participation and SME Engagement

The consortium reached a total of **16,483 participants**, surpassing the original target of 15,000.

In addition, **5,198 SMEs** took part in the training activities, exceeding the target of 3,000. Participants represented a wide spectrum of groups including SME owners and managers, employees, job seekers, young professionals, and entrepreneurs.

Participation was strong across all countries and thematic areas, demonstrating substantial demand for digital skills training among SMEs.

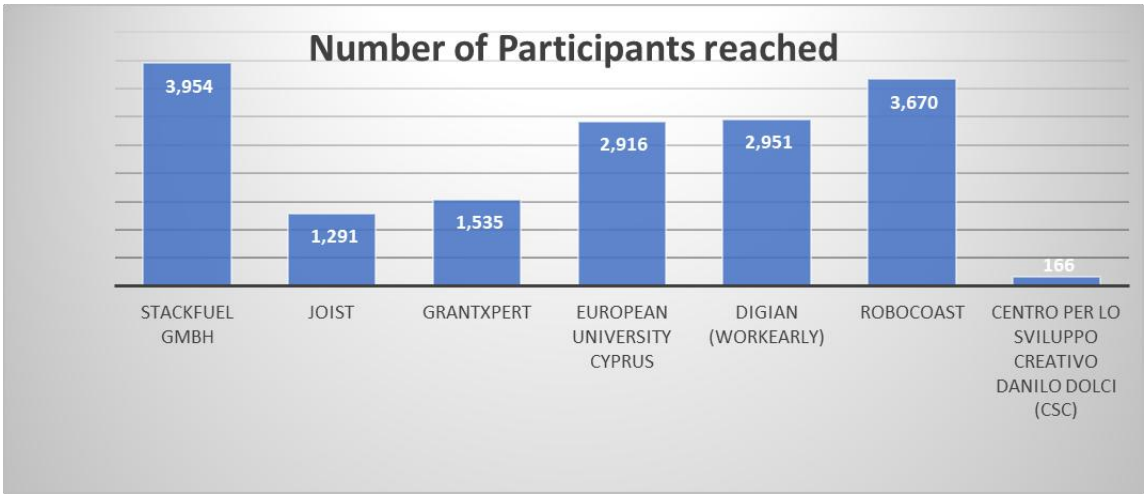

Figure 4: Participants per Partner

This figure illustrates the distribution of the **16,483 participants** reached across the **seven training providers**. Participation levels vary, reflecting differences in national outreach capacity, partner networks, and demand for specific digital skills topics across countries. **StackFuel GmbH** and **Robocoast** recorded the highest participation numbers, each exceeding 3,600 participants. **DIGIAN (Workearly)** and **European University Cyprus** also demonstrated strong performance, each engaging close to 3,000 participants. **GrantXpert** and **JOIST** achieved solid results within their respective national contexts. Finally, **Centro per lo Sviluppo Creativo Danilo Dolci (CSC)** contributed a smaller but still meaningful number of participants.

Overall, the distribution confirms that **all partners made substantial contributions** to the achievement of the WP5 participation-related KPIs.

6.4 Thematic Coverage

The 251 courses collectively covered all priority digital capacity areas identified in WP3 and refined through WP4 consultations. The distribution of courses across the seven thematic categories demonstrates a balanced and demand-driven approach to strengthening SME digital skills across Europe.

Thematic breakdown:

- **General ICT Skills – 71 courses**

  Covering essential digital competencies, communication tools, productivity applications, and foundational digital readiness skills relevant to SMEs of all sizes.

- **Data Analytics, Data Literacy and Data-Driven Decisions – 61 courses**

  Including Excel, Power BI, Python for analysis, data visualisation, reporting, and business intelligence tools that enable evidence-based decision-making.

- **Artificial Intelligence (AI) – 79 courses**

  The largest thematic category, reflecting the very high demand from SMEs. Courses included AI fundamentals, machine learning, generative AI, prompt engineering, and applied AI tools for business optimisation.

- **Cloud and Software / Programming – 23 courses**

  Addressing programming basics, cloud computing environments, scripting, automation, and software development skills.

- **Cybersecurity – 15 courses**

  Focused on cybersecurity fundamentals, digital risk management, threat prevention, and SME-focused cyber hygiene practices.

- **Internet of Things (IoT) – 2 courses**

  Introducing IoT principles, microcontroller basics, and applications relevant to digitally transforming SMEs.

- **3D Printing / Engineering – 0 courses**

  Although included as a thematic category in the project design, no courses were ultimately delivered in this area. This was primarily due to limited interest from SMEs and a demonstrated higher demand for training in AI, data analytics, cybersecurity, and general ICT skills during the WP5 implementation period. As partners prioritised courses based on real market demand and KPI achievement requirements, resources were directed towards the topics with the most urgent and widespread need among SME audiences.

The figure below visualises the distribution of courses per category, confirming that the consortium concentrated efforts on high-impact areas directly supporting SMEs' digital transformation.

This data-driven thematic coverage ensured that the Level Up programme addressed both introductory and advanced digital skills, responding effectively to real labour market needs identified in WP3 and reinforced during the implementation phase.

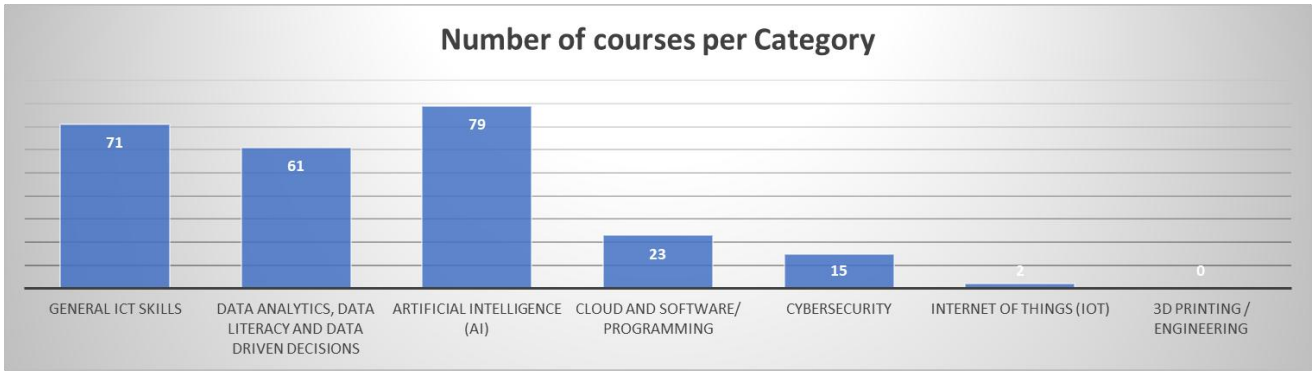

Figure 5: Number of courses per Category

6.5. Delivery mode of courses

The Level Up programme applied a flexible, multi-modal delivery strategy to ensure accessibility for diverse SME profiles, geographic regions, and learner preferences. Across the 251 courses delivered under WP5, partners implemented both synchronous and asynchronous formats to maximise reach and participation.

A total of **149 courses** were delivered in a **synchronous format**, representing the majority of the training offer. These sessions were conducted live through platforms such as Zoom, Microsoft Teams, and Blackboard. Synchronous delivery enabled real-time interaction with trainers, immediate clarification of concepts, hands-on demonstrations, and peer engagement. This format was particularly suitable for topics requiring active guidance, such as AI applications, data analytics tools, and cybersecurity practices.

In parallel, **102 courses** were delivered **asynchronously**, hosted on partner learning platforms and accessible on a self-paced basis. Asynchronous modules proved essential for participants requiring flexible learning schedules and for SMEs located in remote or rural areas with connectivity challenges. This format also supported long-duration, content-heavy modules such as programming, data science fundamentals, and extended technical skills training.

The balance between synchronous (149) and asynchronous (102) courses reflects the consortium's commitment to inclusiveness and flexibility. By offering multiple delivery modes, the programme ensured that learners could participate regardless of location, work schedule, or digital readiness, ultimately contributing to the strong overall participation levels achieved during implementation.

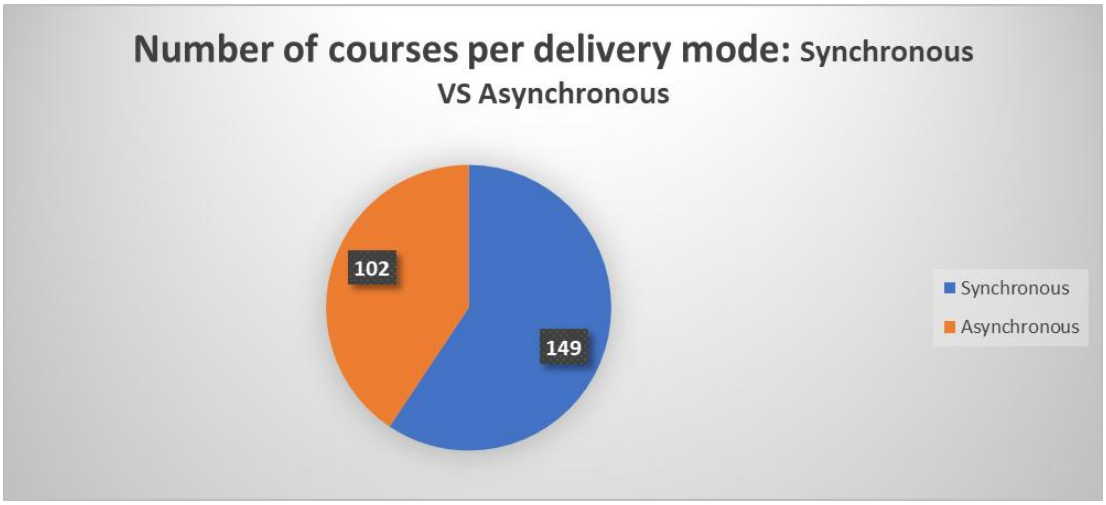

Figure 6: Number of courses per delivery mode

6.6 Duration of courses

The distribution of courses by duration clearly demonstrates a strong emphasis on short, flexible training formats, reflecting both SME preferences and the consortium's commitment to delivering accessible and targeted digital upskilling opportunities.

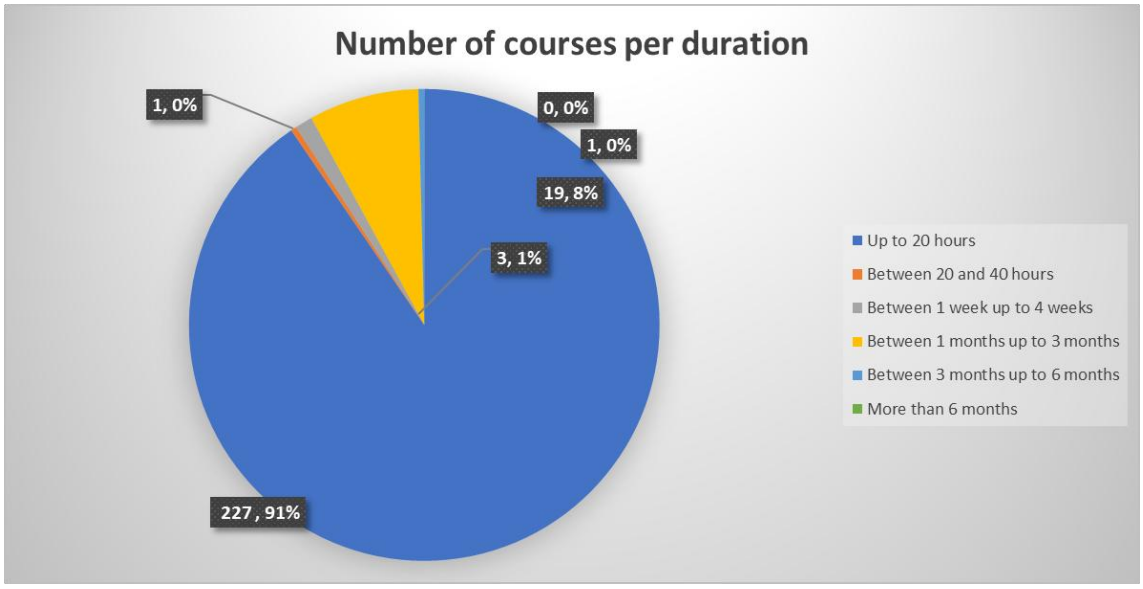

Figure 7: Number of courses per duration

The vast majority of courses (**227 out of 251**) were designed to be completed within **20 hours**, enabling participants to build practical digital competencies without significant disruption to their professional responsibilities. This aligns with the project's strategy to maximise reach and ensure that time-constrained SME employees could engage effectively with the training offer.

Only **one course** fell within the **20 to 40-hour** category, representing a small subset of more intensive technical training where additional instructional time was necessary. These courses typically addressed specialised digital skills requiring deeper hands-on practice.

A total of **three courses** ran for **1 to 4 weeks**, offering slightly longer learning pathways while still maintaining a manageable learning load suitable for SME staff.
In addition, **19 courses** were delivered over **1 to 3 months**, representing the project's portfolio of structured, multi-week programmes. These courses generally covered more advanced or applied topics, where extended duration supports better knowledge retention and skill application. Only **one course** fell within the **3 to 6-month** range, and **no courses** exceeded **six months** in duration.

Overall, the predominance of short-duration learning, combined with a targeted selection of longer multi-week courses, demonstrates that the Level Up training programme was effectively designed around SME time constraints while ensuring access to both foundational and more advanced digital skills training. This balanced approach enabled participants to acquire relevant competencies at a pace suitable for their work environment and learning needs.

The table below presents an overview of the long-duration courses delivered by each training provider across the consortium. It highlights the course titles, total hours, delivery duration, and the categorisation applied for reporting purposes. More detailed descriptions of each course, including learning outcomes, content structure, and delivery methodology, are provided in the Annexes.

Training Provider	Course Title	Total Hours	Total Duration	Duration category
WORKEARLY	Python Essentials	30h	Multi-week course	Between 3 months up to 6 months
	Databases – SQL	25h	Multi-week course	Between 1 months up to 3 months
	Tableau	20h	Multi-week course	Between 1 months up to 3 months
	Power BI	25h	Multi-week course	Between 1 months up to 3 months
EUC	Junior Business Analyst Bootcamp	20h	2 months	Between 1 months up to 3 months
	Experimental Techniques in Systems Biology	20h	2 months	Between 1 months up to 3 months
	Junior Business Analyst Bootcamp (2nd edition)	12.5h	2 months	Between 1 months up to 3 months
	Introduction to Bioinformatics & Computational Biology	20h	1 month	Between 1 months up to 3 months

	LLM-Driven Development for Machine Learning	25h	2 months	Between 1 months up to 3 months
	AI & Cybersecurity Summer Camp	40h	1 week	Between 20 and 40 hours
STACKFUEL	LLM-Driven Development for Machine Learning (Collaboration with EUC)	25h	2 months	Between 1 months up to 3 months
	Time Series Analysis & Visualisation in Excel (v1.0 EN) (Hosting for JOIST)	20h	Multi-week (approx. 3–4 weeks at 5–8h/week)	Between 1 months up to 3 months
ROBOCOAST	Boost Sales with Social Media Marketing – Master Meta's Tools	29h	1 month	Between 1 week up to 4 weeks
	SMEs' AI: Integrating Tools for an Efficient Workflow	26h	3 months	Between 1 months up to 3 months
	Getting Control of SMEs' Financial Data with Power BI	32h	1 month	Between 1 months up to 3 months
	SMEs' Cybersecurity – Deep Diving	6h	2 weeks	Between 1 week up to 4 weeks
	Pinterest Ads Masterclass – Grow & Go Global with Pinterest	32h	1.5 months	Between 1 week up to 4 weeks
JOIST*	Time Series Analysis & Visualisation in Excel (v1.0 EN)	20h	Multi-week (approx. 3–4 weeks at 5–8h/week)	Between 1 months up to 3 months
	Time Series Analysis & Visualisation in Excel (v2.0 EN)	20h	Multi-week	Between 1 months up to 3 months
	Advanced Excel for Data Visualization (v1.0 EN)	20h	Multi-week	Between 1 months up to 3 months
	Advanced Excel for Data Visualization (v2.0 EN)	20h	Multi-week	Between 1 months up to 3 months
	Excel for Data Reporting (v1.0 EN)	20h	Multi-week	Between 1 months up to 3 months
	Excel for Data Reporting (v2.0 EN)	20h	Multi-week	Between 1 months up to 3 months
	Excel for Data Reporting (EL)	20h	Multi-week	Between 1 months up to 3 months
GX	–	–	–	–
CSC	–	–	–	–

Table 4: Duration of Long Courses Delivered by Training Providers

***JOIST note:**

Although all JOIST courses are 20 hours in length, they are structured as **multi-week** programmes, typically completed over 3–4 weeks based on a standard online learning pace of 5–8 hours per week. This places them in the "few weeks to three months" category commonly used in online education.

6.7 Learning Platforms and Technical Arrangements

Implementation was supported by the digital learning environments and technical infrastructure available within each partner organisation. These included virtual classrooms, institutional LMS platforms, and national training portals. Partners ensured:

- secure login and access for all registered participants
- availability of learning materials, recordings, and follow-up resources
- smooth delivery of online sessions
- technical support for connectivity and access issues
- timely upload of materials, exercises, and course-related documentation

These arrangements safeguarded the stability and quality of implementation across countries and delivery formats.

6.8 Overall Implementation Outcomes

The implementation phase met and exceeded all WP5 objectives. Training was delivered at scale, with strong demand and consistent participation across all partner countries. The multimodal delivery format (online, onsite, hybrid) improved accessibility, while the thematic diversity ensured relevance to different SME profiles and skill needs.

These outcomes demonstrate the strong performance of the Level Up training programme and confirm its contribution to improving digital capacity among SMEs and professionals across Europe.

7. Trainers and Subcontracting

The implementation of the Level Up training programme was supported by a balanced mix of internal trainers from partner organisations and external experts subcontracted for specialised digital topics. This blended approach ensured that the consortium could address both foundational digital skills and the more advanced technical areas highlighted through WP3 findings.

Internal trainers were primarily responsible for delivering courses in areas where partners had strong in-house capacity, such as general ICT skills, data literacy, digital communication tools, office productivity applications, and introductory digital technologies. These trainers were drawn from academic departments, training units, digital innovation teams, and internal technical staff within each partner organisation. Their involvement ensured continuity, contextual understanding, and alignment with the project's pedagogical approach.

External experts were subcontracted selectively for topics requiring advanced, specialised, or fast-evolving expertise. These included Artificial Intelligence and Machine Learning, applied data analytics, cybersecurity, cloud environments, programming and software engineering, blockchain fundamentals, and other emerging digital areas relevant to SME competitiveness. Subcontracting decisions were informed by the digital skills gaps identified in WP3, as well as by participant demand and feedback during the roll-out phase.

Trainer selection—both internal and external—was based on subject-matter expertise, professional experience, and proven ability to deliver practical, hands-on training tailored to adult learners and SME environments. All subcontracting followed partner procurement rules, national regulations, and the requirements of the Grant Agreement, ensuring transparent and compliant procedures.

By combining the strengths of internal trainers with the specialised knowledge of external experts, the consortium successfully delivered the full portfolio of **251 training courses** across partner countries, maintaining high-quality instruction, technical relevance, and consistent implementation standards throughout the project.

8. Internal Quality Assurance During Implementation

Internal quality assurance (QA) during WP5 focused on the practical, day-to-day monitoring of how training was delivered across all partner countries. The QA approach was designed to ensure smooth execution of the 251 courses, uninterrupted participant access, and consistent adherence to the agreed WP5 methodology. Procedures were intentionally operational, efficient, and directly linked to the realities of training implementation.

Throughout the implementation period, partners monitored attendance for all synchronous sessions, recording participation for more than 16,000 learners. Attendance sheets and platform-generated reports (including logs from Zoom, Microsoft Teams, and Blackboard) were reviewed systematically to confirm participant numbers per course and ensure alignment with the KPIs outlined in Section 3.

All trainers—whether internal staff or subcontracted experts—followed the standardised course templates, structure, and instructional flow agreed within WP5. Partners ensured that each training session incorporated the required components (introduction, structured content delivery, demonstrations, practical exercises, and closing recap) and that trainers adhered to the planned duration of each course, which ranged from short one-hour micro-sessions to extensive 20–30-hour modules.

Technical quality assurance was carried out both prior to and during delivery. Across the consortium, more than 500 online sessions were launched, each requiring pre-delivery platform checks, including:

- activation of access links and waiting rooms
- confirmation of breakout rooms, screen-sharing settings, and chat functions
- testing of audio/video configurations and recording settings.

Technical teams resolved common issues—such as login delays, browser incompatibilities, microphone or camera malfunctions, and access to learning materials—ensuring that participants could join sessions with minimal disruption.

All training materials (presentations, exercises, datasets, demonstrations) underwent internal review to ensure clarity, consistency, and alignment with digital skill standards. For asynchronous courses, partners conducted LMS testing to verify that materials, navigation menus, video recordings, and certificates were seamlessly accessible before course launch.

When operational challenges arose, such as last-minute trainer unavailability, scheduling conflicts, or temporary platform interruptions, partners applied corrective measures promptly. These included substituting trainers, rescheduling sessions, issuing revised access links, or providing recordings to affected learners. These mitigation mechanisms ensured uninterrupted and reliable delivery throughout the duration of WP5.

Overall, internal quality assurance ensured that all 251 courses were delivered successfully, with stable participant access, consistent structure, and strong adherence to the methodological

framework established in WP5. A comprehensive analysis of quality and satisfaction indicators is presented separately in Deliverable D5.2

Implementation Challenges and Mitigation Measures

During the implementation of WP5, the consortium encountered several operational challenges that were addressed promptly through targeted mitigation actions. These ensured continuity, accessibility, and consistency throughout the delivery of the 251 training courses.

CHALLENGE	MITIGATION
Challenge 1: Technical Disruptions During Live Sessions Connectivity issues, platform outages, or audio/video malfunctions occasionally affected live online deliveries.	**Mitigation:** Technical teams provided immediate troubleshooting, issued updated access links, shared recorded sessions where appropriate, and ensured redundant platform readiness to minimise session downtime.
Challenge 2: Maintaining Timely Updates for Multilingual and Multi-Platform Courses Frequent updates to materials, course pages, and dissemination outputs required strong coordination among partners.	**Mitigation:** The shared tracker enabled real-time updates of course status, materials, and links, ensuring accuracy across the Level Up website and communication channels.
Challenge 3: Difficulty Reaching SMEs in Rural or Remote Regions Some geographic areas had limited access to digital training due to poor connectivity or low awareness of available courses.	**Mitigation (WP2, WP5):** Targeted outreach was conducted through regional partners, chambers, and business associations. Asynchronous formats were promoted to support SMEs with low bandwidth, ensuring inclusion of remote communities.
Challenge 4: Difficulty Collecting Complete Monitoring and Evaluation KPIs Some participants or SMEs did not complete evaluation surveys, affecting the completeness of monitoring data	**Mitigation (WP5):** Automated reminders and shorter, accessible survey formats were used. Incentives were offered for survey completion, and feedback mechanisms were integrated into the training platform to increase response rates.

Table 5: Challenges and Mitigation Measures

9. Evaluation of Courses and Feedback Collection

During the implementation of the Level Up training programme, all partners collected structured feedback to support operational delivery and ensure the smooth running of courses. This process focused on identifying practical aspects related to access, clarity of instructions, navigation within training platforms, scheduling, and overall learner support. The aim of this task was to ensure high-quality delivery and immediate course-level improvements; **qualitative and impact-oriented analysis is presented separately in Deliverable D5.2**.

Three of the seven training providers used the common Level Up Course Evaluation Form, a standardised tool developed specifically for the project. This form gathered feedback on:

- clarity and relevance of course content,
- workload and pacing,
- ease of access to materials and platforms,
- trainer support and responsiveness,
- overall user experience.

Open-ended questions enabled learners to identify strengths, challenges, and suggestions for improvement.

The remaining four training providers used their own institutional evaluation tools, integrated into their national LMS platforms. These tools were **similar in scope and structure to the common Level Up form**, collecting ratings, comments, and operational notes on session delivery, attendance, platform usability and learner experience.

Feedback from both systems—common and institutional—was reviewed regularly throughout implementation. Training providers used this information to address operational challenges, including:

- clarifying joining instructions and learning pathways,
- improving access to learning materials or LMS navigation,
- refining examples, explanations or exercises within course content,
- resolving platform-related issues,
- sending timely reminders or preparatory guidance,
- providing quicker access to session recordings or follow-up materials.

Several partners adapted specific course components based on this feedback and **re-delivered improved versions** to ensure clearer explanations, stronger examples, and better alignment with learner expectations.

This continuous feedback-and-adjustment cycle maintained high operational quality across all courses and ensured that the Level Up training offer remained accessible, responsive, and user-friendly for SMEs and individual learners. A consolidated analysis of participant satisfaction and course effectiveness is provided in **Deliverable D5.2**.

10. Conclusions

The implementation of the Level Up training programme under WP5 delivered a **high-performing, large-scale and fully aligned** portfolio of digital-skills courses across all partner countries. A total of **251 training courses** were delivered—**more than double the project target**—covering all priority digital capacity areas identified in WP3, including data analytics, AI, cybersecurity, IoT, cloud, programming, software tools and broader ICT competencies.

The programme successfully reached **16,483 participants** and engaged **5,198 SMEs**, surpassing every implementation KPI set in the Grant Agreement. This demonstrates strong demand across Europe for high-quality digital upskilling opportunities and confirms the relevance of the Level Up training offer.

The availability of **multiple delivery formats**—including online synchronous, asynchronous, hybrid and on-site workshops—ensured broad accessibility. This flexibility enabled participation from geographically dispersed SMEs, professionals with limited availability, and learners with varying levels of digital readiness. The combination of internal trainers and, where needed, specialised external experts enabled the delivery of both entry-level and highly advanced courses tailored to diverse learner profiles.

Throughout WP5, partners implemented **rigorous operational and quality assurance procedures**, monitored attendance, ensured stable technical performance and adapted their delivery based on continuous participant feedback. This iterative approach allowed the consortium to refine content, enhance interactivity, and address operational needs promptly, ensuring consistent and well-coordinated implementation across all training cycles.

Overall, WP5 has made a substantial contribution to strengthening digital capacity among SMEs and the broader workforce in Europe. The courses provided practical, market-relevant and immediately applicable skills that support digital transformation at the enterprise level. A detailed assessment of learning outcomes, participant satisfaction, course effectiveness and certificates issued is presented in **D5.2 – Report on the Evaluation of the Training Courses**.

WP5 was therefore implemented in full, exceeded expectations and delivered a robust foundation for the long-term impact and sustainability of the Level Up project.

ANNEXES

ANNEX I - STACKFUEL COURSES

No.	Course Category	Course Title	Description	Type	Mode	Language	Target Group	Duration (hours)	Price	No. of Participants	Gender: Male	Gender: Female	Gender: Non-binary	No. of SMEs
1	Artificial Intelligence (AI)	Image Processing: Farbsegmentierung mit K-means Clustering	The webinar "Image Processing: Color Segmentation with K-means Clustering" provides a comprehensive introduction to using the K-means clustering algorithm for color segmentation in images.	Asynchronous	Online	DE	High-skilled workers	1	Free	13	-	-	-	-
2	Artificial Intelligence (AI)	Image Processing: Farbsegmentierung mit K-means Clustering	The webinar "Image Processing: Color Segmentation with K-means Clustering" provides a comprehensive introduction to using the K-means clustering algorithm for color segmentation in images.	Synchronous	Online	DE	High-skilled workers	1	Free	-	-	-	-	-
3	Artificial Intelligence (AI)	ChatGPT & Co: The Basics of Generative AI	Generative AI models such as ChatGPT are currently the talk of the town. They are powerful and can do many things surprisingly well. However, there are important things to bear in mind when using them that you should be aware of in advance. This microlesson will teach you the basics of how these models work and explain how best to use them in a work context.	Asynchronous	Online	EN	Employees	2	Free	-	-	-	-	-
4	Artificial Intelligence (AI)	ChatGPT & Co: Grundlagen generativer KI (No. of Participants included in English version)	Generative AI models such as ChatGPT are currently the talk of the town. They are powerful and can do many things surprisingly well. However, there are important things to bear in mind when using them that you should be aware of in advance. This microlesson will teach you the basics of how these models work and explain how best to use them in a work context.	Asynchronous	Online	DE	Employees	2	Free	1,705	1021	459	225	417

5	Data Analytics, Data Literacy and Data Driven Decisions	Data Visualisation with Python	Learn the art of data visualization with our course using Matplotlib. This course not only offers tutorials for creating and configuring visuals, but also showcases instances of effective visualizations. We recommend a basic understanding of Python to effectively comprehend the course material.	Asynchronous	Online	DE	High-skilled workers	6	Free	96	33	56	7	13
6	Data Analytics, Data Literacy and Data Driven Decisions	Excel Basics	Get ready to learn the essentials of Excel for data organization and structuring. This course is ideal for anyone looking to develop a solid foundation in Excel, making it easier to create, format, and manage tables effectively. Whether you're formatting columns and rows, structuring important data ranges, or using formulas, you'll gain valuable skills for organizing and presenting data.	Asynchronous	Online	DE	Employees	8	Free	77	46	21	10	10
7	Artificial Intelligence (AI)	Machine Learning Overview	Short Introduction to AI: Understanding supervised and unsupervised Learning	Asynchronous	Online	EN	Employees	1	Free	4	2	1	1	1
8	Artificial Intelligence (AI)	Introduction to Machine Learning	Short Introduction to AI: Understanding supervised and unsupervised Learning	Asynchronous	Online	EN	Employees	1	Free	225	135	60	30	55
9	Artificial Intelligence (AI)	Machine Learning Überblick	Short Introduction to AI: Understanding supervised and unsupervised Learning	Asynchronous	Online	DE	Employees	1	Free	2	1	1	0	-
10	Artificial Intelligence (AI)	Einführung in das Machine Learning (No. of Participants included in English version)	Short Introduction to AI: Understanding supervised and unsupervised Learning	Asynchronous	Online	DE	Employees	1	Free	0	0	0	0	-
11	Data Analytics, Data Literacy and Data Driven Decisions	KI- und Datenkompetenz Level 1	Do you skilfully handle data in your professional and everyday life? Is AI more than just a buzzword to you but a useful tool for accomplishing tasks more efficiently? We are excited to announce that soon you can demonstrate your expertise with the "Level 1 AI and Data Literacy" certificate.	Asynchronous	Online	DE	Job-seekers	1	Free	1,165	698	314	153	285
12	Data Analytics, Data Literacy	AI and Data Literacy Level 1	Do you skilfully handle data in your professional and everyday life? Is AI more than just a buzzword to you but a useful tool for accomplishing tasks more	Asynchronous	Online	EN	Job-seekers	1	Free	8	5	2	1	2

	and Data Driven Decisions		efficiently? We are excited to announce that soon you can demonstrate your expertise with the "Level 1 AI and Data Literacy" certificate.											
13	Data Analytics, Data Literacy and Data Driven Decisions	Prepare and visualize data with Pandas	Prepare and visualize data with Pandas is perfect for beginners and those looking to sharpen their skills.	Synchronous	Online	EN	Employees	1	Free	24	14	7	3	6
14	Data Analytics, Data Literacy and Data Driven Decisions	Präsentationen richtig vorbereiten	In diesem Kurzkurs erfährst du in vier Textlektionen Details über die Pfeiler erfolgreicher Präsentationsvorbereitung.	Asynchronous	Online	DE	Employees	1	Free	36	21	10	5	9
15	Data Analytics, Data Literacy and Data Driven Decisions	Preparing a presentation	In this short course made up of four text lessons, you will learn the details about the pillars of preparing successfully for presentations.	Asynchronous	Online	EN	Employees	1	Free	14	8	4	2	3
16	Cloud and Software/ Programming	Python Quickstart DE	We will work on a practical project that requires basic programming skills and combines numerous Python concepts.	Asynchronous	Online	DE	High-skilled workers	8	Free	170	102	46	22	42
17	Cloud and Software/ Programming	Python Quickstart EN	We will work on a practical project that requires basic programming skills and combines numerous Python concepts.	Asynchronous	Online	EN	High-skilled workers	8	Free	69	41	19	9	42
18	Data Analytics, Data Literacy and Data Driven Decisions	Quickstart Tutorial – Data Visualization with Power BI DE	We demonstrate how to use Power BI for effective data visualization and analysis.	Asynchronous	Online	DE	Employees	1	Free	82	49	22	11	20
19	Data Analytics, Data Literacy	Quickstart Tutorial – Data Visualization with	We demonstrate how to use Power BI for effective data visualization and analysis.	Asynchronous	Online	EN	Employees	1	Free	0	0	0	0	0

	and Data Driven Decisions	Power BI EN (No. of Participants included in German version)												
20	Data Analytics, Data Literacy and Data Driven Decisions	Strukturierte Daten (TBDK)	Best practices for working with Data	Asynchronous	Online	DE	Employees	1	Free	66	40	18	9	16
21	Data Analytics, Data Literacy and Data Driven Decisions	Structured Data (TBDK)	Best practices for working with Data	Asynchronous	Online	EN	Employees	1	Free	45	27	12	6	11
22	Data Analytics, Data Literacy and Data Driven Decisions	Strukturierte Daten (Datalab)	Best practices for working with Data	Asynchronous	Online	DE	Employees	1	Free	2	1	1	0	-
23	Data Analytics, Data Literacy and Data Driven Decisions	Structured Data (Datalab) (No. of Participants included in German version)	Best practices for working with Data	Asynchronous	Online	EN	Employees	1	Free	0	0	0	0	0
24	Data Analytics, Data Literacy and Data Driven Decisions	Time Series Analysis with Python	This course is designed for data enthusiasts, analysts, and professionals looking to master the basics of time series analysis using Python.	Asynchronous	Online	EN	High-skilled workers	8	Free	7	4	2	1	2
25	Data Analytics, Data Literacy	Visualisierung von Kategorien	Best practices for creating visualizations of categorical Data	Asynchronous	Online	DE	Employees	1	Free	78	47	21	10	19

	and Data Driven Decisions													
26	Data Analytics, Data Literacy and Data Driven Decisions	Visualizing Categories	Best practices for creating visualizations of categorical Data	Asynchronous	Online	EN	Employees	1	Free	41	25	11	5	10
27	Cloud and Software/ Programming	LLM - Driven Development for Machine Learning (Collaboration with EUC)	This course is addressed to postgraduates and professionals who are proficient in Python and have prior exposure to machine learning. It is suitable for individuals with backgrounds in computer science, data science, engineering, or related fields who wish to enhance their workflow by integrating large language models into the machine learning development process.	Asynchronous	Online	GR	Job Seekers	25	Free	5	4	1	0	0
28	Data Analytics, Data Literacy and Data Driven Decisions	Introduction to Microcontrollers through Arduino	Learning the basics of coding and circuit making through the creation of small projects. Through these projects the participants will create small projects and experience the creation of circuits managed by microcontrollers, see the different sensors and actuators that can be involved and how to program them. Online tools like TinkerCad can be used to offer the course in a blended mode or let the student work at home.	Asynchronous	Online	EN	Employees	4	Free	15	-	-	-	-
29	Data Analytics, Data Literacy and Data Driven Decisions	Introduction to Time Series Analysis and Visualization in Excel	This course aims to empower participants with the knowledge and skills to analyze and visualize time series data using Excel. By understanding the patterns within time-stamped data, learners will be equipped to make informed decisions, forecast trends, and derive actionable insights across various industries.	Asynchronous	Online	EN	Business Leaders	20	Free	5	-	-	-	-
Total										**3,954**	**2,324**	**1,088**	**510**	**963**

ANNEX II - ROBOCOAST/PRIZZTECH COURSES

No.	Course Category	Course Title	Description	Type	Mode	Language	Target Group	Duration (hours)	Price	No. of Participants	Gender: Male	Gender: Female	Gender: Non-binary	No. of SMEs
1	Artificial Intelligence (AI)	Advanced AI Techniques with GPT-4 (part 1)	Part 1: AI in 2023 and Practical Tips for Using ChatGPT Content: This session will cover a review of AI advancements in 2023, practical tips for using ChatGPT, and an introduction to prompt engineering. Participants will also engage in hands-on training.	Synchronous	On-site	FI	High-skilled workers	5	Free	9	-	-	-	0
2	Artificial Intelligence (AI)	Advanced AI Techniques with GPT-4 (part 2)	Part 2: Exploring DALL-E, Vision, GPT, and RAG Content: This session will delve into DALL-E, Vision, GPT, and RAG, exploring their functionalities and applications	Synchronous	On-site	FI	High-skilled workers	5	Free	8	-	-	-	0
3	Cloud and Software/ Programming	Language models in the coder's toolbox	Use of language model tools in coding: The training covers the use of language model-based tools in software development and their benefits in coding.	Synchronous	On-site	FI	Employees	2	Free	9	6	3	0	6
4	Cloud and Software/ Programming	Language models in the coder's toolbox	Use of language model tools in coding: The training covers the use of language model-based tools in software development and their benefits in coding.	Synchronous	On-site	FI	Employees	2	Free	7	7	0	0	6
5	Cloud and Software/ Programming	Language models in the coder's toolbox	Use of language model tools in coding: The training covers the use of language model-based tools in software development and their benefits in coding.	Synchronous	On-site	FI	High-skilled workers	2	Free	12	11	1	0	8
6	Artificial Intelligence (AI)	Revolutionizing Industry with AI and Digital Twins: A Deep Dive	Join us to hear the latest updates from the field of digital technology and to expand your network with the Nordic EDIH webinar series! The series introduces listeners to the newest innovations in robotics and outlines their impacts on the industry.	Synchronous	Online	EN	Universal	1	Free	0	-	-	-	0

7	Cybersecurity	Cyber security of companies in the City of Kokemäki	How do I act if my company is attacked?	Synchronous	On-site	FI	Business Leaders	2	Free	7	-	-	-	7
8	General ICT Skills	How do I create a motivational virtual meeting for my staff?	Diverse digital expertise plays a key role in organising virtual events.	Synchronous	Online	FI	Business Leaders	1	Free	19	-	-	-	14
9	General ICT Skills	How do I create a motivational virtual meeting for my staff?	Diverse digital expertise plays a key role in organising virtual events.	Synchronous	Online	FI	Business Leaders	1	Free	21	-	-	-	17
10	Data Analytics, Data Literacy and Data Driven Decisions	Open data in marketing	How do I take advantage of Free visibility?	Synchronous	Online	FI	Employees	1	Free	35	-	-	-	34
11	General ICT Skills	Digital Marketing Tools - Canva	"Canva Excellence: Art professionally, market impactfully."	Synchronous	On-site	FI	Employees	3	Free	14	-	-	-	13
12	General ICT Skills	Digital Marketing Tools - Canva	"Canva Excellence: Art professionally, market impactfully."	Synchronous	On-site	FI	Employees	2	Free	6	-	-	-	6
13	General ICT Skills	Digital Marketing Tools - Canva	"Canva Excellence: Art professionally, market impactfully."	Synchronous	Online	FI	Employees	2	Free	44	-	-	-	31
14	Artificial Intelligence (AI)	AI: Basics, prompts and applications in practice	Applying AI in everyday life (examples and tools)	Synchronous	On-site	FI	Employees	2	Free	11	-	-	-	11
15	Cybersecurity	SMB cybersecurity - What should I do if my business is attacked?	How do I act if my company is attacked?	Synchronous	Online	FI	Employees	1	Free	24	-	-	-	23
16	General ICT Skills	Digital Marketing Tools - Instagram	An Instagram marketing course that combines theory and practice. You will learn how to create and share effective content on Instagram and improve your visibility through marketing. We will learn how	Synchronous	On-site	FI	Business Leaders	2	Free	18	-	-	-	17

			artificial intelligence can be used in making social media publications.											
17	Artificial Intelligence (AI)	AI: Basics, prompts and applications in practice	Applying AI in everyday life (examples and tools)	Synchronous	On-site	FI	Employees	2	Free	10	-	-	-	6
18	Artificial Intelligence (AI)	AI: Basics, prompts and applications in practice	Applying AI in everyday life (examples and tools)	Synchronous	Online	FI	Employees	2	Free	162	-	-	-	112
19	Data Analytics, Data Literacy and Data Driven Decisions	Some marketing - How to create an effective some ad	Gain foundational knowledge in designing and implementing effective social media ads.	Synchronous	Online	FI	Business Leaders	1	Free	42	-	-	-	32
20	General ICT Skills	Digital Marketing Tools - Instagram	An Instagram marketing course that combines theory and practice. You will learn how to create and share effective content on Instagram and improve your visibility through marketing. We will learn how artificial intelligence can be used in making social media publications.	Synchronous	On-site	FI	Business Leaders	2	Free	20	-	-	-	20
21	General ICT Skills	How can I utilize AR & VR in my virtual training	The latest trends in education technology are represented by virtual reality (VR) and augmented reality (AR), which offer diverse opportunities in teaching and learning.	Synchronous	Online	FI	Business Leaders	1	Free	9	-	-	-	6
22	General ICT Skills	How can I utilize AR & VR in my virtual training	The latest trends in education technology are represented by virtual reality (VR) and augmented reality (AR), which offer diverse opportunities in teaching and learning.	Synchronous	Online	FI	Business Leaders	1	Free	6	-	-	-	4
23	General ICT Skills	Digital Marketing Tools - Instagram	An Instagram marketing course that combines theory and practice. You will learn how to create and share effective content on Instagram and improve your visibility through marketing. We will learn how artificial intelligence can be used in making social media publications.	Synchronous	Online	FI	Business Leaders	2	Free	70	-	-	-	43
24	General ICT Skills	Digital Marketing Tools - Canva Videos- PRIVATE	"Canva Excellence: Art professionally, market impactfully."	Synchronous	Online	FI	Business Leaders	2	Free	15	-	-	-	9

25	Cybersecurity	Cyber security of companies	Organized with RIGP, Hybrid course	Synchronous	On-site	EN	Business Leaders	2	Free	27	-	-	-	7
26	Data Analytics, Data Literacy and Data Driven Decisions	Some marketing - How to interpret meta's data analytics in marketing	Learn the valuable insights provided by social media analytics.	Synchronous	Online	FI	Business Leaders	1	Free	48	-	-	-	42
27	Cloud and Software/ Programming	Language models in the coder's toolbox	Use of language model tools in coding: The training covers the use of language model-based tools in software development and their benefits in coding.	Synchronous	Online	FI	Employees	2	Free	17	12	5	0	1
28	Artificial Intelligence (AI)	SME'S AI: Basics, prompts and applications in practice	Applying AI in everyday life (examples and tools)	Synchronous	Online	EN	Employees	2	Free	60	-	-	-	30
29	Artificial Intelligence (AI)	Unleash Your Creativity with AI	Developing creativity with AI	Synchronous	On-site	FI	Business leaders	2	Free	17	10	7	-	7
30	Data Analytics, Data Literacy and Data Driven Decisions	Community Impact Wheel how to collect Data and Lead with it	How to gather useful data an use it in leading communities	Synchronous	On-site	FI	Business leaders	1	Free	17	6	11	0	6
31	Cybersecurity	Cyber security for companies	Cyber security for companies	Synchronous	On-site	FI	Business leaders	1	Free	13	-	-	-	9
32	General ICT Skills	Digital Marketing Tools for SME's - Create and Manage Meta Accounts	Digital Marketing Tools for SME's - Create and Manage Meta Accounts	Synchronous	Online	FI	Business Leaders	2	Free	54	-	-	-	52
33	Artificial Intelligence (AI)	SME's AI: Basics, Prompts, and	SME's AI: Basics, Prompts, and Practical Applications	Synchronous	Online	FI	Business Leaders	2	Free	105	-	-	-	65

		Practical Applications												
34	Cybersecurity	The Importance of Cybersecurity for SMEs	The Importance of Cybersecurity for SMEs	Synchronous	Online	FI	Business Leaders	1	Free	23	-	-	-	22
35	General ICT Skills	Maximize Your Business's Free Search Visibility	SMEs should learn to utilise open data, as it enables them to gain Free visibility in various digital services. This is especially profitable now that competition in social media advertising, for example, is intensifying and prices are rising.	Synchronous	Online	FI	Business Leaders	2	Free	86	-	-	-	66
36	Cybersecurity	SME's Cybersecurity - Deep Diving KEUKE PRIVATE EVENT	A one-day intensive training for CEOs, led by experts Antti Alestalo and Toni Sulankivi, offering practical tools and tailored solutions to enhance your company's cybersecurity.	Synchronous	On-site	FI	Business Leaders	6	Free	11	-	-	-	8
37	Artificial Intelligence (AI)	SME's AI: Integrating Tools for an Efficient Workflow Workpower PRIVATE EVENT	SME's AI: Integrating Tools for an Efficient Workflow Workpower PRIVATE EVENT	Synchronous	Online	FI	Business Leaders	2	Free	12	-	-	-	1
38	Artificial Intelligence (AI)	SME's AI: Integrating Tools for an Efficient Workflow Prompts and bots 1/2 Workpower PRIVATE EVENT	SME's AI: Integrating Tools for an Efficient Workflow Prompts and bots 1/2 Workpower PRIVATE EVENT	Synchronous	Online	FI	Employees	3	Free	53	-	-	-	1
39	Artificial Intelligence (AI)	SME's AI: Integrating Tools for an Efficient Workflow Prompt and Bots 2/2 - Workpower PRIVATE EVENT	SME's AI: Integrating Tools for an Efficient Workflow Prompt and Bots 2/2 - Workpower PRIVATE EVENT	Synchronous	Online	FI	Employees	3	Free	53	-	-	-	1

40	Artificial Intelligence (AI)	SME's AI: Integrating Tools for an Efficient Workflow KEUKE PRIVATE EVENT	SME's AI: Integrating Tools for an Efficient Workflow KEUKE PRIVATE EVENT	Synchronous	On-site	FI	Business Leaders	6	Free	11	-	-	-	7
41	General ICT Skills	Maximize Your Business's Free Search Visibilit PRIVATE EVENT	Maximize Your Business's Free Search Visibilit PRIVATE EVENT	Synchronous	On-site	FI	Business Leaders	2	Free	37	-	-	-	30
42	Cybersecurity	SME's Cybersecurity PRIVATE EVENT	SME's Cybersecurity PRIVATE EVENT	Synchronous	On-site	FI	Business Leaders	2	Free	35	-	-	-	30
43	General ICT Skills	Mastering Virtual Events: Effective Use and Management of Zoom	Mastering Virtual Events: Effective Use and Management of Zoom	Synchronous	Online	FI	Business Leaders	2	Free	34	-	-	-	19
44	Cybersecurity	SME's Cybersecurity - Deep Diving	A three-session cybersecurity training series takes you deep into practical tips to protect your business from cyber threats without a big budget. In each session, you'll learn concrete methods to improve your security immediately. Secure your spot and take your company's cybersecurity to the next level!	Synchronous	Online	FI	Business Leaders	6	Free	10	5	5	-	7
45	Cybersecurity	SME's Cybersecurity - Basic Concepts of Cybersecurity and Business Risk Assessment	Basic Concepts of Cybersecurity and Business Risk Assessment	Synchronous	Online	FI	Business Leaders	2	Free	24	2	22	-	18
46	Cybersecurity	SME's Cybersecurity - Mapping and Understanding Your Digital Environment	Mapping and Understanding Your Digital Environment	Synchronous	Online	FI	Business Leaders	2	Free	27	4	23	-	19

47	Cybersecurity	SME's Cybersecurity - Building an Easily Defensible Environment	Building an Easily Defensible Environment	Synchronous	Online	FI	Business Leaders	2	Free	24	3	21	-	15
48	Artificial Intelligence (AI)	SME's AI: Integrating Tools for an Efficient Workflow	SME's AI: Integrating Tools for an Efficient Workflow	Synchronous	Online	FI	Business Leaders	6	Free	20	-	-	-	16
49	Artificial Intelligence (AI)	SME's AI: Practical Marketing and Communication Tools	AI to Simplify Work Life – Focus on Marketing and Communication: How to Make Daily Tasks Easier and Free Up Time and Mental Space for Smarter Activities. Practical Examples Using Tools Like ChatGPT and ChatGPT Plus, with a Glimpse at Copilot and Gemini.	Synchronous	Online	FI	Business Leaders	2	Free	102	-	-	-	72
50	Artificial Intelligence (AI)	SME's AI: Combining ChatGPT and Canva	Combining ChatGPT and Canva: Create 20 or 200 Custom-Tailored Posts in No Time.	Synchronous	Online	FI	Business Leaders	2	Free	97	-	-	-	67
51	Artificial Intelligence (AI)	SME's AI: Your Brand and AI - pictures	Your Brand and AI: Exploring Image Tools and Creating High-Quality Images with AI. Could I Build a Custom Image Bank for My Business with AI?	Synchronous	Online	FI	Business Leaders	2	Free	93	-	-	-	58
52	Artificial Intelligence (AI)	SME's AI: How to Create More Effective Prompts and Your Own GPT	How to Create More Effective Prompts and Your Own GPT	Synchronous	Online	FI	Business Leaders	2	Free	79	-	-	-	54
53	General ICT Skills	BOOST SALES WITH SOCIAL MEDIA MARKETING - Master Meta's Tools	BOOST SALES WITH SOCIAL MEDIA MARKETING - Master Meta's Tools	Synchronous	Online	FI	Business Leaders	9	Free	15	-	-	-	11
54	General ICT Skills	Master Meta's Tools Optimizing Social Media Profiles and Management	Optimizing Social Media Profiles and Management Accounts: Social Media Security and Protection	Synchronous	Online	FI	Business Leaders	2	Free	69	-	-	-	57

		Accounts: Social Media Security and Protection												
55	General ICT Skills	Master Meta's Tools Utilizing AI for Social Media Marketing Planning and Creating a Posting Calendar	Utilizing AI for Social Media Marketing Planning and Creating a Posting Calendar	Synchronous	Online	FI	Business Leaders	2	Free	70	-	-	-	62
56	General ICT Skills	Master Meta's Tools Creating Simple Social Media Ads with Meta Business Suite	Creating Simple Social Media Ads with Meta Business Suite	Synchronous	Online	FI	Business Leaders	2	Free	61	-	-	-	50
57	General ICT Skills	Master Meta's Tools -Creating Ad Campaigns in Ads Manager	Creating Ad Campaigns in Ads Manager	Synchronous	Online	FI	Business Leaders	2	Free	60	-	-	-	51
58	General ICT Skills	Master Meta's Tools - Understanding Social Media Analytics and Improving Performance	Understanding Social Media Analytics and Improving Performance	Synchronous	Online	FI	Business Leaders	2	Free	48	-	-	-	41
59	General ICT Skills	Master Meta's Tools Troubleshooting Settings Issues in Meta Business Suite	Troubleshooting Settings Issues in Meta Business Suite	Synchronous	Online	FI	Business Leaders	2	Free	13	-	-	-	10
60	Artificial Intelligence (AI)	SME's AI: Basics, Prompts, and Practical Applications	Exploring Language Models, Prompting, and Various Tools: Unlocking the Secrets of Using AI	Synchronous	Online	FI	Business Leaders	2	Free	130	29	91	0	87

61	General ICT Skills	Grow and Go Global with Pinterest!	Unlock the power of Pinterest to expand your business reach and grow globally! In this introductory training, you'll discover how Pinterest's unique visual platform can help you connect with new audiences, build brand visibility, and drive engagement in both local and international markets. Perfect for entrepreneurs and marketing professionals, this session covers the essentials of Pinterest marketing and prepares you to create an optimized business profile that sets the stage for impactful growth. Join us to start your journey on Pinterest!	Synchronous	Online	FI	Employees	2	Free	79	6	73	0	69
62	Artificial Intelligence (AI)	SME's AI: Prompts and new AI tools	Learn the art of prompt crafting and explore the latest advancements in the world of AI.	Synchronous	Online	FI	Employees	2	Free	167	39	128	0	127
63	Artificial Intelligence (AI)	The Superpowers of AI for Event Planning – From Idea to Execution in No Time - TOUR IN SATAKUNTA - EURA	This training offers an easy and cost-effective way to create marketing materials for your event using AI – websites, images, and videos ready in no time!	Synchronous	On-site	FI	Business Leaders	3	Free	17	4	13	0	6
64	Data Analytics, Data Literacy and Data Driven Decisions	Making Sustainability Visible – Data and Tools for Sustainable Business	In the "Making Sustainability Visible – Data and Tools for Sustainable Business" training, you'll learn to manage your company's sustainability through data-driven insights. We'll cover social, economic, and environmental responsibility in a practical way, and input your company's sustainability figures into an easy-to-use application that allows you to transparently share data with partners and investors. This training provides the tools and knowledge to develop your business sustainably and strengthen your company's sustainability image.	Synchronous	Online	FI	Employees	2	Free	32	7	25	0	21
65	Artificial Intelligence (AI)	The Superpowers of AI for Event Planning – From Idea to Execution in No Time - TOUR IN SATAKUNTA - ULVILA	This training offers an easy and cost-effective way to create marketing materials for your event using AI – websites, images, and videos ready in no time!	Synchronous	On-site	FI	Business Leaders	3	Free	27	6	21	0	18

66	Artificial Intelligence (AI)	The Superpowers of AI for Event Planning – From Idea to Execution in No Time - TOUR IN SATAKUNTA - KOKEMÄKI	This training offers an easy and cost-effective way to create marketing materials for your event using AI – websites, images, and videos ready in no time!	Synchronous	On-site	FI	Business Leaders	3	Free	17	5	12	0	15
67	Data Analytics, Data Literacy and Data Driven Decisions	Making Sustainability Visible – Data and Tools for Sustainable Business PRIVATE EVENT IN KEUKE	In the "Making Sustainability Visible – Data and Tools for Sustainable Business" training, you'll learn to manage your company's sustainability through data-driven insights. We'll cover social, economic, and environmental responsibility in a practical way, and input your company's sustainability figures into an easy-to-use application that allows you to transparently share data with partners and investors. This training provides the tools and knowledge to develop your business sustainably and strengthen your company's sustainability image.	Synchronous	On-site	FI	Business Leaders	6	Free	9	5	4	0	6
68	Artificial Intelligence (AI)	The Superpowers of AI for Event Planning – From Idea to Execution in No Time	This training offers an easy and cost-effective way to create marketing materials for your event using AI – websites, images, and videos ready in no time!	Synchronous	Online	FI	Employees	3	Free	119	25	94	0	87
69	General ICT Skills	Pinterest Ads Masterclass – Grow & Go Global with Pinterest	Master the art of Pinterest advertising and take your business to the next level with our Pinterest Ads Masterclass – Grow & Go Global with Pinterest! This comprehensive, multi-session course dives deep into Pinterest's powerful ad tools, showing you how to create engaging, brand-aligned content, run effective ad campaigns, and analyze performance to maximize your results. Ideal for entrepreneurs and marketing professionals looking to boost visibility and expand internationally, this masterclass provides a step-by-step guide to leveraging Pinterest's unique platform for sustained growth. Join us to become a Pinterest advertising pro!	Synchronous	Online	FI	Business leaders	12	Free	21	3	18	0	18
70	General ICT Skills	Pinterest Ads Masterclass – Content Creation for Pinterest:	Master the art of Pinterest advertising and take your business to the next level with our Pinterest Ads Masterclass – Grow & Go Global with Pinterest! This comprehensive, multi-session course dives deep into Pinterest's powerful ad tools, showing you how to create engaging, brand-aligned content, run effective	Synchronous	Online	FI	Business leaders	2	Free	44	3	41	0	41

		Organic Content, Boards, and SEO	ad campaigns, and analyze performance to maximize your results. Ideal for entrepreneurs and marketing professionals looking to boost visibility and expand internationally, this masterclass provides a step-by-step guide to leveraging Pinterest's unique platform for sustained growth. Join us to become a Pinterest advertising pro!											
71	General ICT Skills	Pinterest Ads Masterclass – Paid Advertising: Visual Style, Ad Formats	Master the art of Pinterest advertising and take your business to the next level with our Pinterest Ads Masterclass – Grow & Go Global with Pinterest! This comprehensive, multi-session course dives deep into Pinterest's powerful ad tools, showing you how to create engaging, brand-aligned content, run effective ad campaigns, and analyze performance to maximize your results. Ideal for entrepreneurs and marketing professionals looking to boost visibility and expand internationally, this masterclass provides a step-by-step guide to leveraging Pinterest's unique platform for sustained growth. Join us to become a Pinterest advertising pro!	Synchronous	Online	FI	Business leaders	2	Free	29	2	27	0	26
72	General ICT Skills	Pinterest Ads Masterclass – Creating Campaigns	Master the art of Pinterest advertising and take your business to the next level with our Pinterest Ads Masterclass – Grow & Go Global with Pinterest! This comprehensive, multi-session course dives deep into Pinterest's powerful ad tools, showing you how to create engaging, brand-aligned content, run effective ad campaigns, and analyze performance to maximize your results. Ideal for entrepreneurs and marketing professionals looking to boost visibility and expand internationally, this masterclass provides a step-by-step guide to leveraging Pinterest's unique platform for sustained growth. Join us to become a Pinterest advertising pro!	Synchronous	Online	FI	Business leaders	2	Free	29	3	26	0	28
73	General ICT Skills	Pinterest Ads Masterclass – Data Analysis	Master the art of Pinterest advertising and take your business to the next level with our Pinterest Ads Masterclass – Grow & Go Global with Pinterest! This comprehensive, multi-session course dives deep into Pinterest's powerful ad tools, showing you how to create engaging, brand-aligned content, run effective ad campaigns, and analyze performance to maximize your results. Ideal for entrepreneurs and marketing professionals looking to boost visibility and expand internationally, this masterclass provides a step-by-step guide to leveraging Pinterest's unique platform	Synchronous	Online	FI	Business leaders	2	Free	25	2	23	0	23

			for sustained growth. Join us to become a Pinterest advertising pro!											
74	General ICT Skills	Pinterest Ads Masterclass – Paid Advertising: Strategies and Funnels	Master the art of Pinterest advertising and take your business to the next level with our Pinterest Ads Masterclass – Grow & Go Global with Pinterest! This comprehensive, multi-session course dives deep into Pinterest's powerful ad tools, showing you how to create engaging, brand-aligned content, run effective ad campaigns, and analyze performance to maximize your results. Ideal for entrepreneurs and marketing professionals looking to boost visibility and expand internationally, this masterclass provides a step-by-step guide to leveraging Pinterest's unique platform for sustained growth. Join us to become a Pinterest advertising pro!	Synchronous	Online	FI	Business leaders	2	Free	24	2	22	0	22
75	General ICT Skills	Pinterest Ads Masterclass – Pinterest Moments, Trends, and Audience Behavior	Master the art of Pinterest advertising and take your business to the next level with our Pinterest Ads Masterclass – Grow & Go Global with Pinterest! This comprehensive, multi-session course dives deep into Pinterest's powerful ad tools, showing you how to create engaging, brand-aligned content, run effective ad campaigns, and analyze performance to maximize your results. Ideal for entrepreneurs and marketing professionals looking to boost visibility and expand internationally, this masterclass provides a step-by-step guide to leveraging Pinterest's unique platform for sustained growth. Join us to become a Pinterest advertising pro!	Synchronous	Online	FI	Business leaders	2	Free	18	1	17	0	16
76	General ICT Skills	Towards a More Sustainable Future - a Head Start with Responsible ICT	Create more Sustainable Future with Responsible ICT	Synchronous	On-site	FI	Business leaders	1	Free	25	15	10	0	14
77	Data Analytics, Data Literacy and Data Driven Decisions	Training series: Getting Control of SMEs Financial Data with the Help of Power BI 1/4	Damn it! SMEs Finances frustrates the entrepreneur again! Get the financial data sorted with the Help of PowerBI and lead your company to prosperity!	Synchronous	On-site	FI	Business leaders	3	Free	12	3	9	0	8
78	Data Analytics, Data Literacy	Training series: Getting Control of SMEs Financial	Damn it! SMEs Finances frustrates the entrepreneur again! Get the financial data sorted with the Help of PowerBI and lead your company to prosperity!	Synchronous	On-site	FI	Business leaders	3	Free	9	5	4	0	7

	and Data Driven Decisions	Data with the Help of Power BI 2/4											
79	Data Analytics, Data Literacy and Data Driven Decisions	Training series: Getting Control of SMEs Financial Data with the Help of Power BI 3/4	Damn it! SMEs Finances frustrates the entrepreneur again! Get the financial data sorted with the Help of PowerBI and lead your company to prosperity!	Synchronous	On-site	FI	Business leaders	3	Free	9	4	5	0	6
80	Data Analytics, Data Literacy and Data Driven Decisions	Training series: Getting Control of SMEs Financial Data with the Help of Power BI 4/4	Damn it! SMEs Finances frustrates the entrepreneur again! Get the financial data sorted with the Help of PowerBI and lead your company to prosperity!	Synchronous	On-site	FI	Business leaders	3	Free	14	7	7	0	8
81	General ICT Skills	From LinkedIn Skeptic to Million-Euro User	True motivational story on how the (worth-the-money) benefits of LinkedIn overcame the half-hearted attitude towards the platform.	Synchronous	On-site	FI	High-skilled workers	1	Free	18	4	14	0	11
82	General ICT Skills	Optimize Your LinkedIn: The Secrets of Social Selling	A workshop where we unlock LinkedIn's full potential as a sales platform. The training includes practical examples and hands-on tips to help you optimize your profile, expand your network, and create content that sells	Synchronous	On-site	FI	High-skilled workers	3	Free	19	6	13	0	15
83	General ICT Skills	Optimize Your LinkedIn: The Secrets of Social Selling ONLINE	A workshop where we unlock LinkedIn's full potential as a sales platform. The training includes practical examples and hands-on tips to help you optimize your profile, expand your network, and create content that sells	Synchronous	Online	FI	High-skilled workers	3	Free	99	19	80	0	79
84	Artificial Intelligence (AI)	Benefits of AI in B2B Sales: Introduction	Free Online Course in English about AI use in B2B Sales!	Synchronous	Online	EN	High-skilled workers	1	Free	41	16	25	0	34
85	Artificial Intelligence (AI)	Next Level AI in B2B Sales: Introduction for Workshops	Free Online Course in English about AI use in B2B Sales!	Synchronous	Online	EN	High-skilled workers	45 mins	Free	14	7	7	0	14

86	Artificial Intelligence (AI)	Next Level AI in B2B Sales: Small Group Workshop, Group 1	Free hands-on workshop about AI use in B2B Sales! Online & in English!	Synchronous	Online	EN	High-skilled workers	2	Free	6	4	2	0	6
87	Artificial Intelligence (AI)	SME's AI: Prompts and new AI tools	Learn the art of prompt crafting and explore the latest advancements in the world of AI.	Synchronous	Online	FI	Employees	2	Free	134	34	98	1	63
88	Artificial Intelligence (AI)	SME's AI: Midjourney	How to create pictures for your business with AI Midjourney	Synchronous	Online	FI	Business Leaders	3	Free	93	21	72	0	67
89	Cloud and Software/ Programming	SME's AI: Prompts and new AI tools	This 2.5-hour training offers a solid foundation in artificial intelligence — what it is, how it works, and why it matters. You'll explore the most useful AI tools available right now and try them out in practice. The extended session allows more time for hands-on exercises and real-world examples to help you apply AI in your own work with confidence.	Synchronous	Online	FI	Business leaders	3	Free	113	24	78	1	74
90	Artificial Intelligence (AI)	BUILD YOUR OWN AI ASSISTANT – TRAINING FOR THE VISUALLY IMPAIRED	Training on how to build your own AI assistant with ChatGPT, designed especially for visually impaired participants. Learn accessible prompting techniques and explore how AI can support your daily work.	Synchronous	Online	FI	Business Leaders	2	Free	48	17	31	0	15
91	Artificial Intelligence (AI)	AI assistant to support entrepreneurs	In this training you'll learn how to build your own GPT-based assistant to support your business. Discover how it can help with marketing, content creation, customer service, and daily processes, and get hands-on practice to start creating your own tool. The training is organized in collaboration with the Association of Women Entrepreneurs in Finland.	Synchronous	Online	FI	Business Leaders	2	Free	83	0	83	0	79
92	General ICT Skills	Gamification and TechnologySupporting Working Life: Wellbeing at Work Through Technology	Workshop on wellbeing technology applications and how to use them for work-life wellbeing.	Synchronous	On-site	EN	Employees	3	Free	5	1	4	0	3
93	General ICT Skills	Gamification and Technology Supporting	Workshop on serious games applications and how to use them for work-life wellbeing.	Synchronous	On-site	EN	Employees	3	Free	7	1	6	0	5

		Working Life: Development through Games – Benefit and Fun												
94	General ICT Skills	Business Crystal Ball: From Today's AI Tools to Tomorrow's Impact	Future-focused event series exploring how businesses are adopting AI today and what tools are needed for it.	Synchronous	On-site	EN	Business leaders	2	Free	11	7	4	0	10
95	General ICT Skills	Business Crystal Ball: Beyond the Tech Hype — Toward Sustainable Skills	Future-focused event series exploring how businesses are adopting AI today and what skills are needed for it.	Synchronous	On-site	EN	Business leaders	3	Free	20	16	4	0	9
Total										**3,670**	**419**	**1,289**	**2**	**2,574**

ANNEX III - JOIST INNOVATION PARK COURSES

No.	Course Category	Course Title	Description	Type	Mode	Language	Target Group	Duration (hours)	Price	No. of Participants	Gender: Male	Gender: Female	Gender: Non-binary	No. of SMEs
1	Artificial Intelligence (AI)	Exploring Data Science and AI in Analytics with Python	This webinar course will cover data science and AI using Python. Participants will be taught to preprocess data, implement classification and clustering algorithms, and create compelling visualizations to enhance data analytics and extract valuable insights.	Synchronous	Online	EL	High-skilled workers	2	Free	72	-	-	-	42
2	General ICT Skills	WooCommerce Essentials: Launch Your Own Online Store	This course equips aspiring entrepreneurs with the tools to create and manage their WooCommerce store efficiently. Learn to set up, design, and optimize your online shop while mastering SEO, digital marketing, and sales tactics to attract and retain customers. Perfect for beginners or existing store owners, this course sets you on the path to a successful online business.	Synchronous	Online	EL	Employees	2	Free	64	-	-	-	30
3	Data Analytics, Data Literacy and Data Driven Decisions	Introduction to Time Series Analysis and Visualization in Excel	This course aims to empower participants with the knowledge and skills to analyze and visualize time series data using Excel. By understanding the patterns within time-stamped data, learners will be equipped to make informed decisions, forecast trends, and derive actionable insights across various industries.	Asynchronous	Online	EN	Business Leaders	20	Free	63	6	5	0	25
4	Data Analytics, Data Literacy and Data	Introduction to Time Series Analysis and Visualization in Excel	This course aims to empower participants with the knowledge and skills to analyze and visualize time series data using Excel. By understanding the patterns within time-stamped data, learners will be equipped to make informed decisions, forecast trends, and derive actionable insights across various industries.	Asynchronous	Online	EN	Business Leaders	20	Free	11	5	6	0	6

	Driven Decisions													
5	Data Analytics, Data Literacy and Data Driven Decisions	Advanced Excel for Data Visualization and Presentation	This course emphasizes practical skills for transforming raw data into compelling stories, aiming to enhance data-driven decision-making and storytelling prowess. Participants will master PivotTables and PivotCharts for insightful data analysis, explore advanced charting techniques for dynamic visuals, and learn to design impactful dashboards.	Asynchronous	Online	EN	High-skilled workers	20	Free	114	27	30	0	48
6	Data Analytics, Data Literacy and Data Driven Decisions	Advanced Excel for Data Visualization and Presentation	This course emphasizes practical skills for transforming raw data into compelling stories, aiming to enhance data-driven decision-making and storytelling prowess. Participants will master PivotTables and PivotCharts for insightful data analysis, explore advanced charting techniques for dynamic visuals, and learn to design impactful dashboards.	Asynchronous	Online	EN	High-skilled workers	20	Free	24	9	13	2	11
7	Data Analytics, Data Literacy and Data Driven Decisions	Excel for Data Reporting	To equip participants with foundational skills in Excel for effective data collection, preparation, and basic reporting. This course focuses on leveraging Excel for organizing, cleaning, and analyzing data to create straightforward data reports.	Asynchronous	Online	EN	High-skilled workers	20	Free	93	19	27	1	24
8	Data Analytics, Data Literacy and Data Driven Decisions	Excel for Data Reporting	To equip participants with foundational skills in Excel for effective data collection, preparation, and basic reporting. This course focuses on leveraging Excel for organizing, cleaning, and analyzing data to create straightforward data reports.	Asynchronous	Online	EN	High-skilled workers	20	Free	35	14	18	3	16
9	Data Analytics, Data Literacy and Data	Excel for Data Reporting	To equip participants with foundational skills in Excel for effective data collection, preparation, and basic reporting. This course focuses on leveraging Excel for organizing, cleaning, and analyzing data to create straightforward data reports.	Asynchronous	Online	EL	High-skilled workers	20	Free	62	24	37	1	32

	Driven Decisions													
10	General ICT Skills	Mastering Project Management with Notion	This course is about leveraging Notion, a versatile digital project management tool, to enhance the efficiency and collaboration of project management. It covers understanding the interface, setting up tailored workspaces, utilizing advanced features for project tracking, and collaborating effectively within teams. Aimed at project managers and team leaders, this one-hour comprehensive course provides the skills needed to manage projects effectively using Notion.	Asynchronous	Online	EN	Business Leaders	5	Free	153	48	48	0	64
11	General ICT Skills	Future-Ready Design: Adobe XD for Aspiring UI/UX Designers	Join our Adobe XD course for UI/UX and transform your ideas into reality. Take the first step towards becoming a skilled designer and enhance your creativity and career prospects. Let's embark on this exciting learning adventure and start creating user experiences step-by-step.	Asynchronous	Online	EN	Employees	15	Free	74	8	14	1	24
12	General ICT Skills	Optimize Workflow with Canva: Enhance Efficiency, Collaboration, and Design in Project Management	This course delves into Canva's versatile tools to optimize workflow, boost productivity, and enhance collaboration in project management. Participants will learn practical strategies for automating design tasks, mastering professional presentation techniques, and fostering effective team collaboration through real-time feedback and integration with other tools.	Asynchronous	Online	EN	Employees	10	Free	106	10	31	3	35
13	General ICT Skills	WooCommerce Essentials: Launch Your Own Online Store	This course aims to equip individuals with the knowledge and skills needed to create, manage, and optimize their own online store using WooCommerce. It is designed to help small business owners and aspiring entrepreneurs set up a professional and efficient e-commerce platform, enabling them to succeed in the world of online commerce.	Asynchronous	Online	EL	Business Leaders	2	Free	14	7	7	0	7

14	Artificial Intelligence (AI)	ChatGPT for Digital Excellence: From Basics to Advanced Applications	The aim of this course is to equip learners with a comprehensive understanding of ChatGPT, from basic functionality to advanced applications, enabling them to use it effectively and responsibly across various real-world scenarios.	Asynchronous	Online	EN	Employees	10	Free	194	84	104	6	94
15	General ICT Skills	Power Automate: Automation and Optimisation of Business Processes	This course provides a practical introduction to Microsoft Power Automate, equipping participants with the skills to automate repetitive tasks, streamline workflows, and manage documents effectively.	Asynchronous	Online	EN	Employees	5	Free	54	33	21	0	25
16	Artificial Intelligence (AI)	Mastering Scholar GPT for Research Excellence	This course equips researchers and scholars with the tools and techniques to enhance their academic writing, streamline literature reviews, manage citations, and craft compelling proposals, all while maintaining the highest standards of academic integrity.	Asynchronous	Online	EN	Employees	10	Free	70	28	40	2	31
17	Cybersecurity	Cyber Hygiene	Cyber Hygiene Essentials is a self-paced course that teaches individuals and SME professionals how to protect their digital lives through practical, everyday security habits. Learners will explore common cyber threats and gain hands-on experience with tools and techniques to safeguard data, devices, and online activity.	Asynchronous	Online	EN	Employees	15	Free	56	31	24	1	31
18	Cybersecurity	Practical Cybersecurity Compliance for SMEs	This course helps SMEs understand and apply EU cybersecurity regulations such as GDPR and NIS2. Through case studies, checklists, and practical tools, you will learn to manage cyber risks, ensure compliance, and build a resilient security culture within your organisation.	Asynchronous	Online	EN	Business leaders	10	Free	32	19	13	0	19
										1,291	**372**	**438**	**20**	**564**

ANNEX IV - GRANTXPERT CONSULTING COURSES

No.	Course Category	Course Title	Description	Type	Mode	Language	Target Group	Duration (hours)	Price	No. of Participants	Gender: Male	Gender: Female	Gender: Non-binary	No. of SMEs
1	Artificial Intelligence (AI)	ChatGPT in Education #1	The webinar 'ChatGPT in education' empowers educators to utilize state-of-the-art technology for crafting exceptional lessons, presentations, and pedagogical assignments. It encompasses tools for developing flashcards, video games, summaries, and producing personalised video content. This webinar propels education into a realm of creativity, flexibility, and effectiveness through digital evolution.	Synchronous	Online	EL	High-skilled workers	2	Free	129	-	-	-	0
2	General ICT Skills	Simple Digital Tools for Businesspeople and Start-ups	The webinar 'Simple Digital Tools for Businesspeople and Start-ups' is designed for entrepreneurs and startup founders to leverage affordable and user-friendly digital tools. Participants will gain practical insights as the webinar demonstrates user-friendly digital tools with real-world examples, showcasing their application in various business ventures. The objective is to illuminate how entrepreneurs can achieve business success through the strategic use of digital tools without requiring a significant financial investment or specialized coding skills.	Synchronous	Online	EN	High-skilled workers	3	Free	22	11	9	0	11
3	Artificial Intelligence (AI)	ChatGPT in Education #2	The webinar 'ChatGPT in education' empowers educators to utilize state-of-the-art technology for crafting exceptional lessons, presentations, and pedagogical assignments. It encompasses tools for developing flashcards, video games, summaries, and producing personalised video content. This webinar propels education into a realm of creativity, flexibility, and effectiveness through digital evolution.	Synchronous	Online	EL	High-skilled workers	2	Free	86	-	-	-	0

4	Artificial Intelligence (AI)	ChatGPT in Education #3	The course 'ChatGPT in education' empowers educators to utilize state-of-the-art technology for crafting exceptional lessons, presentations, and pedagogical assignments. It encompasses tools for developing flashcards, video games, summaries, and producing personalised video content. This course propels education into a realm of creativity, flexibility, and effectiveness through digital evolution.	Synchronous	On-site	EL	High-skilled workers	2	Free	59	-	-	-	0
5	General ICT Skills	Introduction to Blockchain Technology	During this course, you will delve into the core concepts of blockchain, unraveling its complexities to establish a foundational understanding of how this technology functions and its potential applications across various sectors.	Synchronous	Online	EN	Employees	2	Free	34	15	16	0	10
6	General ICT Skills	Compliance for Crypto Assets	The 'Compliance for Crypto Assets' course has been developed to educate professionals about the rapidly expanding space of Crypto Assets and provides the necessary information regarding Anti-Money Laundering (AML) regulatory developments on a European Level.	Synchronous	Online	EN	High-skilled workers	2	Free	29	11	16	0	6
7	General ICT Skills	Google tools to run your business more efficiently	In the rapidly evolving digital landscape, mastering the right tools is crucial for entrepreneurs and start-up founders. The "Google Tools to Run Your Business More Efficiently" course is tailored to enhance digital skills and empower participants to leverage Google Workspace effectively. With a focus on practical applications, this course provides hands-on experience in using accessible and user-friendly Google tools to streamline business workflows. Additionally, participants will be introduced to Duet AI, Google's cutting-edge AI-powered collaborator, transforming the way organizations create, connect, and collaborate.	Synchronous	Online	EN	Employees	3	Free	48	22	23	0	11
8	General ICT Skills	Essential Digital Currency Skills: Accounting and Auditing of	This course is designed to provide professionals with comprehensive guidance on evaluating the feasibility of engaging with crypto assets, as well as the essential skills and competencies required for effective performance in this evolving field. Participants will gain practical insights into assessing their own capabilities for undertaking audit engagements involving crypto assets, ensuring a robust	Synchronous	Online	EN	High-skilled workers	2	Free	37	19	12	0	10

		Crypto Assets	understanding of financial statements preparation and asset security measures.											
9	General ICT Skills	Digital Efficiency for SMEs	This course is designed to empower small and medium-sized enterprise (SME) owners and employees with essential digital tools to enhance organizational productivity. Participants will gain practical insights into utilizing project management tools for seamless collaboration, exploring alternative workspace and email tools for streamlined communication, harnessing automation tools for increased efficiency, and leveraging Customer Relationship Management (CRM) systems for effective customer engagement.	Synchronous	Online	EN	Employees	2	Free	27	7	14	0	6
10	General ICT Skills	Maximizing Brand Impact: Marketing, Social Media, and Branding Strategies	Join us for an engaging course designed to help you unlock the power of marketing, social media, and branding strategies to elevate your brand's visibility and impact. This course is about delving into the latest trends and proven techniques led by industry experts, essential for building a robust brand presence in today's competitive landscape.	Synchronous	Online	EN	Employees	2	Free	45	15	25	0	10
11	Artificial Intelligence (AI)	The AI Revolution: Hospitality industry strategy, use cases and competitive advantage	This course has been delivered to the management and executive team of PHC Franchised Restaurants Public Ltd, following the identification of their training needs regarding AI.	Synchronous	On-site	EL	High-skilled workers	4	Free	25	9	15	0	1
12	General ICT Skills	Digital Marketing and Creative Tools Series: How to grow your SME with viral	TikTok is booming, with over 140 million users in Europe. The platform's algorithm prioritises engaging content over follower count, giving businesses a unique opportunity to reach vast audiences. This course will equip you with the essentials of TikTok	Synchronous	Online	EN	Employees	3	Free	58	28	16	0	13

		TikTok strategies?	marketing, including: Content marketing strategies Video production tips Best practices for sharing TikTok content TikTok performance analytics											
13	Artificial Intelligence (AI)	Digital Marketing and Creative Tools Series: How to use AI tools to market your products and services?	Artificial Intelligence (AI) in Marketing is reshaping how businesses engage with audiences and optimise their strategies. AI tools are now essential for creating content efficiently and effectively, saving both time and money. This course will guide you through: Exploring how AI is transforming various industries Learning to use AI tools for efficient content creation Understanding prompt AI techniques to get better results Recognising the benefits and limitations of AI in marketing and social media management	Synchronous	Online	EN	Employees	3	Free	48	15	30	0	18
14	General ICT Skills	Digital Marketing and Creative Tools Series: How to build a stunning website for your SME with Wix?	Wix is a versatile website builder that allows users to create professional, high-impact websites without needing any coding skills. This course will help you learn how to use Wix to establish a strong online presence by covering: Website design fundamentals Building your own website Enhancing website functionalities	Synchronous	Online	EN	Employees	3	Free	38	16	29	0	17
15	General ICT Skills	Digital Marketing and Creative Tools Series: How to improve your digital skills in marketing and unlock the power of social media?	This course will help you improve your digital skills in marketing and unlock the power of social media, and branding strategies to elevate your brand's visibility and impact. The course will cover: Branding fundamentals Marketing strategies Social media mastery Integration and Optimisation	Synchronous	Online	EN	Employees	3	Free	36	11	20	0	18

16	Artificial Intelligence (AI)	The AI Revolution: Hospitality industry strategy, use cases and competitive advantage	This course has been delivered to the management and executive team of PHC Franchised Restaurants Public Ltd, following the identification of their training needs regarding AI.	Synchronous	On-site	EL	High-skilled workers	4	Free	27	17	7	0	1
17	Internet of Things (IoT)	Prototype your tech idea using Microcontrollers	This course introduces participants to microcontrollers (MCUs), covering basic concepts, architecture, and real-world applications. Attendees will set up and explore a simulation environment for developing and testing MCU-based projects, then build a simple prototype that integrates sensors and output devices to collect data and control actuators. The hands-on approach will give participants practical experience in creating embedded systems, making it ideal for beginners and those looking to expand their understanding of MCUs in IoT and automation.	Synchronous	Online	EN	Employees	3	Free	27	12	10	0	8
18	Artificial Intelligence (AI)	Harnessing the power of Gemini for Google Workspace to drive your business forward	This course is all about understanding and using Gemini (formerly Duet AI) as your always-on AI assistant across Google Workspace	Synchronous	Online	EN	Employees	3	Free	24	9	9	0	0
19	Data Analytics, Data Literacy and Data Driven Decisions	Αναλύστε το Μέλλον: Δεδομένα και Τεχνητή Νοημοσύνη στην Επιχειρηματική Ανάπτυξη	Το σεμινάριο έχει ως στόχο να εξοικειώσει επαγγελματίες από διάφορους κλάδους με την ανάλυση δεδομένων και τη σημασία της στη σύγχρονη επιχειρηματική στρατηγική.	Synchronous	Online	EL	Employees	3	Free	53	26	20	0	0

20	Artificial Intelligence (AI)	Understanding and Leading the Legal AI Revolution	This course explores the transformative impact of Artificial Intelligence (AI) on the legal profession, focusing on cutting-edge tools designed to elevate legal research, drafting, and analysis.	Synchronous	Online	EN	High-skilled workers	3	Free	23	8	12	0	4
21	Data Analytics, Data Literacy and Data Driven Decisions	Analyse the Future: Data and Artificial Intelligence in Business Development	The course aims to familiarise professionals from various fields with data analysis and its importance in modern business strategy.	Synchronous	Online	EN	Employees	3	Free	57	27	30	0	8
22	General ICT Skills	Σειρά διαδικτυακών μαθημάτων στις τελευταίες Ψηφιακές Τάσεις και Δεξιότητες: TikTok: Μάθε πώς να δημιουργείς εντυπωσιακά βίντεο	3 διαδικτυακά μαθήματα για το TikTok, την Τεχνητή Νοημοσύνη και τη Δημιουργία Ιστοσελίδων χωρίς τη γνώση προγραμματισμού	Synchronous	Online	EL	Job-seekers	2	Free	195	42	100	0	13
23	General ICT Skills	Σειρά διαδικτυακών μαθημάτων στις τελευταίες Ψηφιακές Τάσεις και Δεξιότητες: Wix: Δημιούργησε ιστοσελίδες χωρίς γνώσεις	3 διαδικτυακά μαθήματα για το TikTok, την Τεχνητή Νοημοσύνη και τη Δημιουργία Ιστοσελίδων χωρίς τη γνώση προγραμματισμού	Synchronous	Online	EL	Job-seekers	2	Free	167	40	98	0	10

		προγραμματισμού												
24	Artificial Intelligence (AI)	Σειρά διαδικτυακών μαθημάτων στις τελευταίες Ψηφιακές Τάσεις και Δεξιότητες: Τεχνητή Νοημοσύνη: Ανάπτυξε τις δεξιότητές σου για τη σωστή χρήση της	3 διαδικτυακά μαθήματα για το TikTok, την Τεχνητή Νοημοσύνη και τη Δημιουργία Ιστοσελίδων χωρίς τη γνώση προγραμματισμού	Synchronous	Online	EL	Job-seekers	2	Free	169	42	89	0	12
25	Data Analytics, Data Literacy and Data Driven Decisions	Advanced Excel tools for management reporting and data analysis (PART A)	Learn and understand the full potential of Excel with this comprehensive course designed to enhance your reporting and data analysis capabilities. This training focuses on Advanced Excel tools, powerful formulas, and data management techniques that enable participants to analyze data and create impactful reports.	Synchronous	Online	EN	High-skilled workers	3	Free	39	11	26	0	5
										1,535	**425**	**642**	**0**	**196**

ANNEX V - EUROPEAN UNIVERSITY CYPRUS (EUC) COURSES

No.	Course Category	Course Title	Description	Type	Mode	Language	Target Group	Duration (hours)	Price	No. of Participants	Gender: Male	Gender: Female	Gender: Non-binary	No. of SMEs
1	General ICT Skills	Junior Business Analyst Bootcamp	An introductory course on Business Analysis	Synchronous	On-site	EN	Employees	20	-	22	-	-	-	0
2	Cybersecurity	Cybersecurity fundamentals	An introductory course on Cyebrsecurity	Synchronous	Online	EN	Employees	9	-	24	-	-	-	0
3	Data Analytics, Data Literacy and Data Driven Decisions	Experimental Techniques in Systems Biology	This course introduces core Systems Biology concepts and key experimental methods such as sequencing, proteomics, cytometry and live-cell imaging. Participants learn how these “omics” techniques reveal how cells function as integrated systems and how they are applied in disease research and drug development.	Asynchronous	Online	EN	Job-seekers	20	Free	50	-	-	-	0
4	Cybersecurity	CyberSafe	Identify security compliance measures.Address social engineering attempts. Secure devices such as desktops, laptops, tablets, smartphones, and more. Use the Internet securely.	Synchronous	Online	EN	Employees	3	Free	21	-	-	-	0
5	Artificial Intelligence (AI)	Artificial Intelligence in Businesses	Describe AI fundamentals.Identify the functions of AI in business. Implement business requirements for AI.	Synchronous	Online	EN	Employees	3	Free	26	-	-	-	0
6	General ICT Skills	Junior Business	An introductory course on Business Analysis	Synchronous	Online	EN	Job-seekers	13	Free	13	-	-	-	0

		Analyst Bootcamp												
7	General ICT Skills	Advanced ICT skills for Career Advancement	Advance your career is this two-day event by levelling your ICT skills up!	Synchronous	On-site	EN	Job-seekers	16	Free	361	-	-	-	0
8	General ICT Skills	Introduction to Data Analysis for SMEs	Whether you're a small business owner or a budding entrepreneur, understanding data is key to unlocking insights and driving growth!	Synchronous	Online	EN	Job-seekers	2	Free	6	-	-	-	0
9	General ICT Skills	Pernsonalised Nutriotional Plan through DNA Analysis	This course was explained how a customised nutrion plan, based on an individual's DNA can contribudte to a better	Synchronous	On-site	EL	Job-seekers	7	20 euros	60	8	15	0	0
10	Cloud and Software / Programming	Introduction to Linux Scripting	This course aims to familiarize participants with scripting in Linux. Scripting is shell programming to enable users to perform a variety of operations related to the file system and more Participants will get acquainted with scripting under the bash shell inside a Debian-based Linux distribution.	Synchronous	On-site	EN	Job-seekers	3	Free	27	25	2	0	0
11	General ICT Skills	Topics in Computational Biology	The main objective of this course is to introduce students to basic topics in Computational Biology. Trainees will be introduced to high throughput sequencing methodologies (focusing on Illumina) and learn how to analyse the raw data, from obtaining the mRNS to creating a library, and performing paired-end (or single-end) sequencing, ligating adaptors, and running amplification and quantification.	Synchronous	On-site	EN	Job-seekers	3	Free	14	5	9	0	0
12	Artificial Intelligence (AI)	Introduction to AI in Epidemiology:	This introductory course provides a foundation in using AI for Epidemiology, with a focus on infection prevention and control. Participants learn how AI improves the study of	Asynchronous	Online	EN	Job-seekers	1	Free	123	48	36	0	0

		Improving Infection Prevention and Control	disease patterns and supports early detection, prediction and outbreak management through data-driven tools.											
13	Cloud and Software / Programming	Introduction to programming using Java	ThIS course utilizes the Java programming language to introduce fundamentals of procedural programming. Learners will discover the building blocks of programs and demonstrate algorithmic thinking as a mean for problem solving and solution design	Asynchronous	Online	EN	Job-seekers	6	Free	29	16	15	0	0
14	Cloud and Software / Programming	Introduction to Programming using C++	The course provides a solid foundation for the skill of programming. Assuming no previous knowledge, we will look at the basic concepts of computer programming and enable participants to acquire a skill-set that can not only help improve day-to-day operations but also improve career prospects.	Asynchronous	Online	EN	Job-seekers	6	Free	16	6	13	0	0
15	Cloud and Software / Programming	Introduction to Object Orientation using Java	This course uses Java to introduce core object-oriented programming concepts. Participants learn how to create their own classes to model real-world entities, use objects in solutions and apply principles such as inheritance, polymorphism and code reusability. Building on existing Java knowledge, the course equips learners with the skills to model and solve problems using modern object-oriented techniques.	Asynchronous	Online	EN	Job-seekers	4	Free	29	13	10	0	0
16	General ICT Skills	Experimental Techniques in Systems Biology	This course introduces the fundamentals of Systems Biology and the key experimental techniques used to study biological systems, including sequencing, proteomics, cytometry and live-cell imaging. Learners will understand core concepts, describe major 'omics' methods, interpret multi-omics data and recognise how these techniques support disease research and drug development.	Asynchronous	Online	EN	Job-seekers	20	Free	100	19	128	0	0
17	General ICT Skills	Introduction to Bioinformatics and	This course introduces key Bioinformatics and Computational Biology tools for genome analysis. Trainees learn high-throughput sequencing methods with emphasis on RNA-seq, including differential expression, FDR, GO and GSEA	Asynchronous	Online	EN	Job-seekers	20	Free	74	51	81	0	0

		Computational Biology	analyses. The course also covers clustering, dimension reduction and major classification methods (supervised learning, regression, KNN, random forest, SVM). Participants are further introduced to modern approaches for analysing DNA methylation and single-cell RNA-seq data.											
18	Artificial Intelligence (AI)	Boosting your research with Generative AI	This seminar introduces participants to the transformative role of Artificial Intelligence (AI) in modern research. It begins with an overview of generative AI tools, demonstrating how these technologies can assist in brainstorming and generating research questions	Asynchronous	Online	EN	Job-seekers	3	Free	73	23	92	0	0
19	Artificial Intelligence (AI)	AI in Education	This 3-hour workshop introduces the essentials of Generative AI and its use in education. Participants explore how AI supports teaching, addresses challenges and helps bridge the digital divide. The session includes hands-on practice with Large Language Models (LLMs), communication techniques and practical educational use cases. By the end, participants will have foundational knowledge and practical skills to integrate AI responsibly and effectively into their teaching practice.	Synchronous	Online	EN	Job-seekers	3	Free	11	1	20	-	0
20	Artificial Intelligence (AI)	AI Mindset	This course helps professionals understand and apply AI and Generative AI in business. Participants learn core AI concepts, practical use cases in areas like marketing and customer service, and strategies for building an AI-ready culture. Ethical considerations and governance are also covered. By the end, learners will be prepared to lead AI initiatives and drive meaningful improvements within their organisations.	Synchronous	Online	EN	Job-seekers	3	Free	34	17	17	0	0
21	General ICT Skills	Introduction to Cybersecurity	Seminars titled Introduction to Cybersecurity and Introduction to AI	Synchronous	On-site	EL	Job-seekers	2	Free	476	-	-	-	0
22	General ICT Skills	Introdution to AI	Seminars titled Introduction to Cybersecurity and Introduction to AI	Synchronous	On-site	EL	Job-seekers	2	Free	475	-	-	-	0

23	Artificial Intelligence (AI)	Introduction to Object Orientation using C++	The course builds on existing C++ knowledge and will show you how to model anything from the real world using object orientation and create programmatic structures to use in solutions. We will discuss classes and use instance objects; talk about code reusability and the concepts of inheritance and polymorphism. Participants will acquire a modern skill-set to enable them to model any problem.	Asynchronous	Online	EN	Job seekers	3	Free	14	-	-	-	0
24	Artificial Intelligence (AI)	Chat GPT in Education	Training course on how to use Chat GPT in Education	Synchronous	Online	GR	Job Seekers	2	Free	41	10	31	0	0
25	Artificial Intelligence (AI)	Intoduction to AI in Epidemiology - Frankfurt Campus	This introductory course provides a foundation in how Artificial Intelligence (AI) can support Epidemiology, with a focus on infection prevention and control. Participants learn how AI enhances the study of disease patterns and gain insight into early detection, prediction and outbreak management using AI-driven analytical tools.	Asynchronous	Online	EN	Job Seekers	2	Free	52	-	-	0	0
26	Cloud and Software / Programming	LLM - Driven Development for Machine Learning	This course is addressed to postgraduates and professionals who are proficient in Python and have prior exposure to machine learning. It is suitable for individuals with backgrounds in computer science, data science, engineering, or related fields who wish to enhance their workflow by integrating large language models into the machine learning development process.	Asynchronous	Online	GR	Job Seekers	25	Free	5	4	1	0	0
27	Artificial Intelligence (AI)	AI Critical Thinking	A course dedicated to igniting critical thinking when it comes to Artificial Intelliigence	Synchronous	Online	GR	Job Seekers	3	Free	113	33	80	0	0
28	Artificial Intelligence (AI)	Understad and Use AI Today: Workshop	A practical workshop showing the capabilities of AI in various industries	Synchronous	On-site	EN	Job Seekers	6	Free	80	35	45	0	0
29	Artificial Intelligence (AI)	Peter Hinssen Masterclass : Digital Phoenix	A masterclass showcasing the possibilities of AI and how to use the creative disruption it brings	Synchronous	Onsite	EN	Business Leaders	4	Free	31	-	-	0	0

30	Artificial Intelligence (AI)	AI for IT companies	Short course address to IT companies and how they can leverage AI	Synchronous	On-site	GR	Job Seekers	1	Free	66	52	14	0	0
31	Artificial Intelligence (AI)	AI and Cybersecurity Summer Camp	A course dedicated to showing participants the strengths and danges of AI and cybersecurity	Synchronous	On-site	EN	Job Seekers	40	Free	44	15	29	0	0
32	Artificial Intelligence (AI)	GRADUATES BOOTCAMP 2025	GRADUATES BOOTCAMP 2025	Synchronous	On-site	EN	Job Seekers	6	Free	85	30	55	0	0
33	Artificial Intelligence (AI)	AI to promote STEM Learning – Opportunities, Challenges and Pitfalls	A course showcasing AI possibilities and pitfalls when it comes to STEM learning	Synchronous	On - site	EN	Job Seekers	2	Free	321	119	202	0	0
										2,916	**530**	**895**	**0**	**0**

ANNEX VI - DIGIAN (WORKEARLY) COURSES

No.	Course Category	Course Title	Description	Type	Mode	Language	Target Group	Duration (hours)	Price	No. of Participants	Gender: Male	Gender: Female	Gender: Non-binary	No. of SMEs
1	Data Analytics, Data Literacy and Data Driven Decisions	Python Essentials	A beginner-friendly introduction to programming with Python. Participants learn core concepts including data structures, functions, operators, conditional logic and Python syntax. The course focuses on simple explanations and practical exercises to build confidence and basic programming skills.	Asynchronous	Online	EN	Employees	30	Free	68	12	11	0	28
2	Data Analytics, Data Literacy and Data Driven Decisions	Excel	An easy-to-follow course for anyone wanting to use Excel more effectively. It covers basic functions, pivot tables, advanced formulas, data cleaning and lookup functions, with practical examples to help learners apply Excel tools in real tasks.	Asynchronous	Online	EN	Employees	15	Free	678	173	142	1	220
3	Data Analytics, Data Literacy and Data Driven Decisions	Databases - SQL	A clear and accessible introduction to SQL and database fundamentals. Learners explore how databases work, use MySQL, practice essential SQL commands (SELECT, WHERE, JOIN) and learn advanced techniques such as subqueries and CTEs.	Asynchronous	Online	EN	Employees	25	Free	178	10	7	0	53
4	Data Analytics, Data Literacy	Tableau	A practical course for beginners and users wanting to improve their Tableau skills. Participants learn to connect and prepare data, create visualisations, design interactive dashboards, use calculations and apply advanced analytics.	Asynchronous	Online	EN	Employees	20	Free	276	15	12	0	82

	and Data Driven Decisions		The course concludes with guidance on publishing and sharing insights.											
5	Data Analytics, Data Literacy and Data Driven Decisions	Power BI	This course introduces learners to Power BI and its core features for analysing and visualising data. Participants learn how to import and transform data, build effective data models, create impactful visualisations and use DAX for advanced calculations. The course also covers designing interactive dashboards and publishing reports for collaborative decision-making.	Asynchronous	Online	EN	Employees	25	Free	349	34	23	0	122
6	Artificial Intelligence (AI)	AI in Finance	This course explores the integration of Artificial Intelligence (AI) in Finance, covering how AI is transforming financial decision-making, automating processes, and enhancing risk management. Participants will learn about AI-driven financial tools, data analytics, and predictive modeling techniques to optimize financial strategies and operational efficiency.	Asynchronous	Online	EN	Employees	5	Free	214	128	85	0	81
7	Artificial Intelligence (AI)	AI in Marketing	This course explores the integration of Artificial Intelligence (AI) in Marketing, covering how AI is revolutionizing digital strategies, automating tasks, and optimizing customer engagement. Participants will learn about AI-powered tools, data-driven decision-making, and content creation techniques to enhance marketing efficiency and impact.	Asynchronous	Online	EN	Employees	5	Free	144	79	65	0	58
8	Artificial Intelligence (AI)	AI in Project Management	This course explores the integration of Artificial Intelligence (AI) in Project Management, covering how AI enhances productivity, automates tasks, and improves decision-making. Participants will learn about AI-driven tools, best practices, and real-world applications to optimize project workflows and efficiency	Asynchronous	Online	EN	Employees	5	Free	179	89	90	0	65
9	Artificial Intelligence (AI)	Automating Business Processes with the assistance of AI tools	This course explores the integration of Artificial Intelligence (AI) in Business Automation, covering how AI streamlines workflows, enhances productivity, and optimizes operational efficiency. Participants will learn about AI-driven automation tools, no-code and low-code platforms, and real-world applications in HR, finance, and marketing	Asynchronous	Online	EN	Employees	5	Free	55	28	27	0	26

10	Artificial Intelligence (AI)	Lead Qualification with AI using FlowXO	This course explores the integration of Artificial Intelligence (AI) in Lead Qualification, covering how AI-powered chatbots and automation streamline lead generation, qualification, and follow-ups. Participants will learn about AI-driven chatbot tools, lead filtering logic, CRM integration, and performance optimization to enhance sales and marketing processes.	Asynchronous	Online	EN	Employees	5	Free	34	25	9	0	12
11	Cloud and Software / Programming	Introduction to Selenium	Selenium is a web automation tool widely used for testing and data extraction. This course provides a beginner-friendly introduction to setting up Selenium, understanding HTML structures, and automating interactions with web pages. Whether you're new to automation or looking to refine your skills, this course breaks down essential Selenium features into easy-to-follow steps.	Asynchronous	Online	EN	Employees	5	Free	67	50	17	0	0
12	Data Analytics, Data Literacy and Data Driven Decisions	Python in Excel	This course provides a comprehensive introduction to Python in Excel, focusing on automating data analysis and visualization tasks. Participants will learn how to use Python libraries, manipulate and process data, generate insightful visualizations, and automate repetitive tasks to enhance productivity and efficiency.	Asynchronous	Online	EN	Employees	5	Free	154	99	55	0	49
13	Data Analytics, Data Literacy and Data Driven Decisions	Supply Chain Analytics	This course provides a comprehensive introduction to Supply Chain Analytics, focusing on the role of data in optimizing supply chain operations. Participants will learn how to analyze key performance metrics, leverage data for demand forecasting, optimize logistics, and improve overall supply chain efficiency. Through real-world case studies and hands-on applications, students will gain insights into data-driven decision-making, risk management, and sustainability in supply chains.	Asynchronous	Online	EN	Employees	5	Free	121	84	37	0	36
14	Data Analytics, Data Literacy and Data	VBA	This course provides a comprehensive introduction to VBA (Visual Basic for Applications), focusing on automating Excel tasks. Participants will learn how to record macros, write VBA code, manipulate Excel objects, and build automated workflows to enhance productivity.	Asynchronous	Online	EN	Employees	5	Free	434	225	102	0	65

	Driven Decisions													
15	Data Analytics, Data Literacy and Data Driven Decisions	SEO Fundamentals	Learn essential strategies to enhance online visibility and improve digital presence through proven optimization techniques and industry best practices.	Asynchronous	Online	EN	Employees	5	Free	0	0	0	0	0
16	Cloud and Software / Programming	Email Marketing with Mailchimp: Segments & Automations	Develop skills in creating targeted digital campaigns and automated workflows to effectively engage and communicate with your audience.	Asynchronous	Online	EN	Employees	5	Free	0	0	0	0	0
17	General ICT Skills	Notion AI: Wikis, Projects & CRM	Explore modern productivity tools to organize information, manage workflows, and streamline business operations for improved efficiency.	Asynchronous	Online	EN	Employees	5	Free	0	0	0	0	0
18	General ICT Skills	API Literacy for Business	Gain foundational knowledge of digital integration technologies and how they enable automation and connectivity in modern business environments.	Asynchronous	Online	EN	Employees	5	Free	0	0	0	0	0
19	Artificial Intelligence (AI)	Prompt Engineering for Work: ChatGPT & Prompt Patterns	Develop effective communication strategies with AI systems to enhance workplace productivity and achieve optimal results in professional tasks.	Asynchronous	Online	EN	Employees	5	Free	0	0	0	0	0

20	Cloud and Software / Programming	No-Code Automation with Make	Learn to create automated workflows and connect various applications to streamline repetitive tasks and improve operational efficiency.	Asynchronous	Online	EN	Employees	5	Free	0	0	0	0	0
21	Cloud and Software / Programming	Git & GitHub Essentials: Version Control for Everyone	Master essential collaboration tools and version management techniques to work effectively on team projects and track changes systematically.	Asynchronous	Online	EN	Employees	5	Free	0	0	0	0	0
22	Data Analytics, Data Literacy and Data Driven Decisions	Excel for HR Analytics: Headcount, Attrition & Capacity Planning	Develop analytical skills to track workforce metrics, identify trends, and support strategic planning decisions using data-driven approaches.	Asynchronous	Online	EN	Employees	5	Free	0	0	0	0	0
23	Data Analytics, Data Literacy and Data Driven Decisions	Excel for Sales Compensation: Quotas, Territories & Incentives	Learn to design and manage performance-based compensation structures, territory planning, and incentive programs using analytical methods.	Asynchronous	Online	EN	Employees	5	Free	0	0	0	0	0
24	Data Analytics, Data Literacy and Data Driven Decisions	Excel for Marketing Analytics: Campaign ROI, Attribution & Budget Pacing	Acquire skills to measure campaign effectiveness, analyze performance metrics, and optimize resource allocation for better business outcomes.	Asynchronous	Online	EN	Employees	5	Free	0	0	0	0	0

25	Data Analytics, Data Literacy and Data Driven Decisions	SQL for Product & Event Analytics: Funnels, Cohorts & Retention	Build analytical capabilities to examine user behavior patterns, track engagement metrics, and derive actionable insights from data.	Asynchronous	Online	EN	Employees	5	Free	0	0	0	0	0
26	Artificial Intelligence (AI)	AI for Educators	Discover how artificial intelligence is transforming education, empowering teachers with innovative tools, and enhancing learning experiences through smarter, more personalized approaches.	Asynchronous	Online	EN	Employees	2	Free	0	0	0	0	0
27	Cloud and Software / Programming	HTML for Copywriters	Gain a foundational understanding of HTML and its essential elements to enhance your web copywriting. Learn how to structure content, format text, add links and images, and use tables to create effective and visually engaging online content.	Asynchronous	Online	EN	Employees	2	Free	0	0	0	0	0
28	Cloud and Software / Programming	Programming basics in Gamified ways	Discover the fun and creativity of coding through an engaging introduction to Python, designed to spark curiosity and make programming an exciting experience for young learners.	Asynchronous	Online	EN	Employees	2	Free	0	0	0	0	0
29	Internet of Things (IoT)	Introduction to Internet of Things	Explore the connected world of the Internet of Things (IoT) and its growing impact on technology, industries, and everyday life through a comprehensive introduction to modern digital ecosystems.	Asynchronous	Online	EN	Employees	2	Free	0	0	0	0	0
30	Artificial Intelligence (AI)	Using AI for Presentations with Gamma & Mentimeter	Enhance your communication and presentation skills with the power of artificial intelligence, using innovative tools to create engaging, impactful, and professional presentations effortlessly.	Asynchronous	Online	EN	Employees	2	Free	0	0	0	0	0
31	General ICT Skills	Mastering PowerPoint	Elevate your presentation design and delivery by integrating AI-powered tools into PowerPoint. Learn how to create	Asynchronous	Online	EN	Employees	2	Free	0	0	0	0	0

		with AI tools	compelling visuals, automate design elements, and communicate ideas with greater impact and efficiency.											
32	General ICT Skills	Introduction to ERP	Discover the core concepts of Enterprise Resource Planning (ERP) systems and how they unify business processes. Gain insights into how ERP drives efficiency, decision-making, and digital transformation in modern organizations.	Asynchronous	Online	EN	Employees	2	Free	0	0	0	0	0
33	Cloud and Software / Programming	Cloud Computing Basics	Understand the foundations of cloud technology and its transformative role in today's digital world. Learn about cloud models, services, and applications that power innovation and scalability across industries.	Asynchronous	Online	EN	Employees	2	Free	0	0	0	0	0
34	Cloud and Software / Programming	Manipulating objects with Python	Explore practical techniques for handling, transforming, and analyzing data objects in Python. Develop the coding skills needed to manipulate real-world data efficiently for automation and problem-solving.	Asynchronous	Online	EN	Employees	2	Free	0	0	0	0	0
35	Cloud and Software / Programming	Introduction to Tensorflow	Dive into the world of machine learning with TensorFlow. Learn the fundamentals of building and training neural networks to solve real-world AI challenges and power intelligent applications.	Asynchronous	Online	EN	Employees	2	Free	0	0	0	0	0
36	Cloud and Software / Programming	Moving from Javascript to Typescript	Bridge your JavaScript knowledge into TypeScript and unlock the power of strong typing. Learn how TypeScript enhances scalability, maintainability, and productivity in modern web development.	Asynchronous	Online	EN	Employees	2	Free	0	0	0	0	0
37	Artificial Intelligence (AI)	Vibe coding fundamentals from prompt to	Experience hands-on AI-assisted coding and web development. Learn how to transform natural language prompts into functioning web applications using cutting-edge tools and frameworks.	Asynchronous	Online	EN	Employees	2	Free	0	0	0	0	0

		your first web app												
38	Data Analytics, Data Literacy and Data Driven Decisions	Analytics for Project Management	Harness the power of data-driven insights in project management. Learn how to use analytics to track progress, optimize resources, and make informed decisions for successful project outcomes.	Asynchronous	Online	EN	Employees	2	Free	0	0	0	0	0
39	Data Analytics, Data Literacy and Data Driven Decisions	Power BI Essentials: Unlock the Pipeline	Learn the full Power BI workflow—from importing and transforming data to building effective dashboards. Participants connect multiple data sources, design clear visualisations and uncover insights that support data-driven decisions. Ideal for analysts, managers and anyone starting in data analytics.	Asynchronous	Online	EN	Employees	2	Free	0	0	0	0	0
40	Data Analytics, Data Literacy and Data Driven Decisions	Learn Python with NBA: Become the League's Analyst	A practical Python course taught through real NBA statistics. Learners write code, analyse performance metrics and generate insights based on real sports data—an engaging introduction to programming and analytics.	Asynchronous	Online	EN	Employees	2	Free	0	0	0	0	0
41	Data Analytics, Data Literacy and Data Driven Decisions	Learn Python with F1: Engineer the Winning Strategy	Learn Python through real Formula 1 race data. Participants practise coding, analyse race performance and uncover strategic insights used in F1 engineering. A hands-on, exciting way to learn programming and analytics.	Asynchronous	Online	EN	Employees	2	Free	0	0	0	0	0
42	Data Analytics, Data Literacy and Data Driven Decisions	Digital Marketing Analytics: Prove ROI Under Pressure	A practical introduction to digital marketing analytics. Participants learn to collect and interpret performance data, measure ROI and build reports that guide strategic and budget decisions. Designed for marketers who need measurable results.	Asynchronous	Online	EN	Employees	2	Free	0	0	0	0	0

43	Artificial Intelligence (AI)	AI & Data Ethics	An introduction to ethical AI and responsible data use. Participants explore fairness, transparency, accountability and safe deployment of AI systems to ensure trustworthy, human-centred technologies.	Asynchronous	Online	EN	Employees	2	Free	0	0	0	0	0
44	Artificial Intelligence (AI)	AI Applications in Data Science	Learn how AI processes, transforms and analyses data, and understand the risks, biases and responsibilities of automated decision-making. A foundation in responsible, effective AI use in data science.	Asynchronous	Online	EN	Employees	2	Free	0	0	0	0	0
45	Artificial Intelligence (AI)	AI for HR	Explore how AI transforms HR—from recruitment and screening to analytics, performance management and employee development. The course offers practical tools, real-world examples and ethical guidance for modern HR professionals.	Asynchronous	Online	EN	Employees	2	Free	0	0	0	0	0
										2,951	**1,051**	**682**	**1**	**897**

ANNEX VII - CENTRO PER LO SVILUPPO CREATIVO DANILO DOLCI (CSC) COURSES

No.	Course Category	Course Title	Description	Type	Mode	Language	Target Group	Duration (hours)	Price	No. of Participants	Gender: Male	Gender: Female	Gender: Non-binary	No. of SMEs
1	Data Analytics, Data Literacy and Data Driven Decisions	Digital Tools: Getting Started with the Google Suite	Participants learn the fundamentals of Google Drive, Docs, Slides and Sheets to streamline daily work. The course covers creating professional documents, building effective presentations and using spreadsheets for data organisation and analysis. Modules include: Google Drive, Google Docs, Google Slides and Google Sheets.	Synchronous	On-site	Multiple Languages	Job-seekers	3	Free	19	-	-	-	1
2	Data Analytics, Data Literacy and Data Driven Decisions	Social Media Management for SMEs: a practical approach with Canva	Participants gain core skills in managing social media for small businesses. The course teaches how to build an online presence, create engaging content with Canva and apply practical strategies to increase visibility and audience interaction.	Asynchronous	Online	Multiple Languages	Employees	4	Free	46	19	27	0	0
3	Artificial Intelligence (AI)	Use of Artificial Intelligence for rapid reporting and automation of management processes	This seminar introduces how AI can support business operations through automated reporting and workflow optimisation. Through hands-on exercises, participants learn to use AI tools for report generation, data analysis and process automation to improve efficiency.	Synchronous	On-site	IT	Employees	2	Free	52	14	38	0	2

4	General ICT Skills	Digitalisation for the Agri-Food Sector – Course in Communication and Digital Development	A practical course for entrepreneurs and marketing professionals in the agri-food industry. Participants learn to define a digital identity, develop a consistent tone of voice, apply creative writing techniques, manage CMS platforms (e.g. WordPress) and ensure data security. The focus is on improving digital operations, content creation and communication across the agri-food value chain.	Asynchronous	Online	IT	Employees	12	Free	7	3	4	0	1
5	Data Analytics, Data Literacy and Data Driven Decisions	Introduction to Microcontrollers through Arduino	Participants learn the basics of coding and building simple circuits using microcontrollers. Through hands-on mini-projects, they explore sensors, actuators and programming fundamentals. Tools like TinkerCad support blended or at-home practice.	Asynchronous	Online	Multiple Languages	Employees	4	Free	42	-	-	0	
Total										**166**	**36**	**69**	**0**	**4**

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