



Digi Talents participants

Digi Talents: bridging ICT skills and opportunities

Across Moldova, Ukraine, and Slovakia, the information and communications technology (ICT) sector encounters both challenges and opportunities. While skills shortages and talent migration present areas for improvement, they also highlight the potential for strategic investment and innovation. For many aspiring professionals, these challenges create barriers to achieving their potential, while companies struggle to meet rising demands. The Digi Talents project stepped in to bridge this divide by facilitating job placements and internships. The initiative connected Slovak companies with skilled ICT graduates and students from Moldova and Ukraine, fostering regional collaboration. Reintegration efforts further supported participants in applying their expertise locally, facilitating skills sharing across borders and contributing to the development of the sector in their home countries. This comprehensive approach not only **empowered young professionals with essential skills and new capacities** but also **fostered economic exchange and strengthened collaboration between the countries.**

Empowering young talents

Experience sharing from the Digi Talents project by the participants



At the time Digi Talents was conceptualised, Moldova was producing many ICT graduates, but a significant skills gap left them underprepared for local employers' needs, often requiring months of training before they could be fully employed. Ukraine's aspiring professionals faced limited opportunities to apply their skills in local industries, resulting in underemployment or migration, compounded by the uncertainties of conflict.

Meanwhile, Slovakia struggled with a shortage of qualified ICT professionals, hindering the growth of its thriving tech sector. These pressing challenges underscored the urgent need for an innovative solution to bridge the talent gap. The project offered **tailored support to both mobility participants and companies, including training, mentoring, and logistical assistance**. By promoting capacity building and talent acquisition, it laid a foundation for cross-border cooperation and long-term skill development.

Turning passion into impact

A young Ukrainian computer science student joined the project with a dream: to harness technology to solve global challenges, particularly in cybersecurity. Her three-month internship in Slovakia turned into a full-time position, where she continues to create innovative solutions. *"What I like about Digi Talents is that the ICT courses were more general, and at the end there is an opportunity to get an internship. The company ESET is well-known and interesting for gaining work experience",* she shared.



Meeting of Digi Talents participants

From intern to professional

Similarly, a software engineering student from Moldova, joined the project to expand his technical expertise and explore new professional environments. After completing an internship at Orange Slovakia, where he embraced a culture of innovation and teamwork, he joined Orange Moldova upon his return, applying his newly gained expertise to local projects. His experience exemplifies the programme's mission of knowledge transfer and cross-border collaboration, demonstrating how international exposure can enhance local industries. Another participant from Moldova echoed this sentiment, highlighting the programme's impact on their professional growth: *"I was responsible for a project and had a great autonomy in managing it. This gave me a sense of responsibility. I had the chance to communicate directly with the clients. I also acquired significant experience in design systems. This is a skill that is looked for in Moldova."*



Informing about the Digi Talents project

Enduring change: the lasting impact

Digi Talents left a **legacy of enhanced collaboration and skill-sharing across borders**. Slovak companies were enriched with fresh perspectives and gained practical benefits, participants continue to thrive in their careers, demonstrating the long-term value of the project. The initiative underscores the transformative potential of connecting talent with opportunity.

About the MPF

This grant project was part of the EU-funded Migration Partnership Facility (MPF), managed by the International Centre for Migration Policy Development (ICMPD) to support the external dimension of the EU's migration policy. MPF funds projects that promote dialogue and cooperation on migration and mobility between EU Member States and partner countries outside the EU.

About the project

The Digi Talents project was running from July 2021 to June 2024. It was implemented in Slovakia, Ukraine and Moldova and led by the Slovakia's Development and Mobility Agency (EMA) in cooperation with the Moldovan Association of ICT companies (ATIC) and the Slovak National Coalition for Digital Skills and Jobs.

About the evaluation

Testimonies used in this document were collected as part of the final evaluation of the project 'Digital Talents: Labour Mobility Programme of ICT Graduates between Slovakia, Ukraine and Moldova (Digi Talents)' conducted between July and November 2024. The evaluation was led by Blomeyer & Sanz, a member of consortium comprising six consultancies and NGOs, namely Blomeyer & Sanz, Diversity Development Group, Migration Policy Group, Policy Impact Lab, Samuel Hall and Tandans.



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Digitálna
koalícia



MOLDOVAN ASSOCIATION
OF ICT COMPANIES