



THE 45+ PROGRAMME

The economic effects of the COVID-19 pandemic have highlighted the urgent need to promote the digital transformation of production processes. As a result of this, the Chamber of Spain has launched a program for those workers who are the most vulnerable to this situation and the digital transformation that it has entailed. The **45+ Program** offers people aged 45 and over the opportunity to acquire the digital skills necessary to adapt to the transformations that the Spanish economy is facing.

The Chamber of Spain 45+ program is addressed to people between 45 and 60 years who are unemployed or inactive. The Program seeks to improve job placement opportunities optimizing their skills and competences in the digital field. The program is co-financed by the European Social Fund and is already being implemented in 40 local Chambers of Commerce.

The Chambers make available to the participants a team of professionals, specialized in employment and training, who will carry out active accompaniment throughout the entire program.

Mentoring and Training

In a first phase, the mentor will try to find out, through a personal interview, the profile of the participant: their professional qualifications, level of digital skills and training based on professional activity.

It is about evaluating 5 digital skills:

- Digital literacy, with the search for digital information, organization and storage
- Communication and collaboration, sharing resources to create digital content
- Creation of digital content, taking into account principles of computer programming and creation of digital content
- Security, using technology and digital information to process data safely
- Resolution of problems, according to the technological needs.

Once this evaluation has been carried out, the mentor will determine, in agreement with the participant, the itinerary to follow and the most appropriate training. This training is offered online, in person, or both.

Labour intermediation

The Chambers of Commerce will take the role of facilitators in order to provide participants with the most convenient tools to return or to enter into the job market: updating the curriculum, simulation of personnel selection interviews, etc. These additional skills are also necessary to encourage the participants' reintegration into the labour market.