



ANNUAL REPORT 2024



Contents

FOREWORD	3
2024 IN NUMBERS	4
ABOUT FOUNDATION EOS	5
STRATEGIC OVERVIEW	7
Vision and mission	7
Strategic goals and achievements in 2024.....	8
MAIN PROJECTS AND CAMPAIGNS	10
TOGETHER IN DIGITAL ROMANIA - Towards a national strategy on digital competences.....	11
The Microsoft School Partnership Program.....	12
MOS World Championship.....	13
Minecraft Education Edition national championship	14
GenAIEdu	15
Cyber4ALL	16
EOS Digital Career Connector	17
CybARverse	18
SHIFT4ALL.....	19

FOREWORD



GABRIELA FORD,
DIRECTOR FUNDATIA EOS

A handwritten signature in blue ink that reads "Gabriela Ford".

Over the past year, our commitment to advancing education, strengthening digital literacy, and supporting social inclusion has become even more essential. In 2024, as digital transformation accelerates globally, our mission has been clear: to ensure that every individual, regardless of their background, has access to the technologies, skills, and opportunities needed to thrive in a rapidly evolving society.

2024 marked a year of important achievements for Foundation EOS. We continued to expand our reach, develop innovative programs, and deepen our partnerships with educational institutions, governmental bodies, and international organizations. A central pillar of our work has been the strategic collaboration with Microsoft, which has enabled us to introduce cutting-edge digital tools and promote the responsible and creative use of emerging technologies—including artificial intelligence—across Romania’s education and social sectors.

Thanks to this collaboration, we strengthened our position as one of the most relevant providers of digital competence training in the country. Our initiatives reached more than 5,500 students and 2,800 teachers through projects that encouraged active learning, digital experimentation, and the integration of AI-powered tools in the classroom. These programs, highlighted in the following pages of this report, demonstrate how digital technologies can empower both educators and learners and open new pathways for innovation.

None of this progress would have been possible without the unwavering dedication of our staff, volunteers, partners, and donors. Their commitment to creating a more equitable and digitally inclusive society remains the foundation of our success. We are deeply grateful for their trust, collaboration, and shared vision.

Looking forward, we remain fully committed to building on the successes of 2024. We will continue to innovate, advocate for fair and inclusive access to technology, and work closely with partners such as Microsoft to encourage the meaningful adoption of digital tools and AI. Our goal is to ensure that every individual has the opportunity to participate confidently and responsibly in the digital world.

Thank you for your continued support and partnership. Together, we are shaping a more open, inclusive, and future-ready society.

2024 IN NUMBERS

9,000+

participants in national campaign
Together in Digital Romania

570

digital competence centres

1650

digital education events at local level

5,500

students trained and certified

2,800

Teachers in K12 sector

15,000+

citizens trained

1,3 million euros

annual budget

10

Digital education projects

180

Microsoft partner schools

2300+

learners with improved employability

600,000 +

people reached on social media

460

students involved in Microsoft competitions
(MOS World Championship and Minecraft
National Competition)



ABOUT FOUNDATION EOS

Fundația EOS is a private, non-profit organization set up in 1999. Its main goal is to bridge the digital divide in Romania by helping people realize their full potential through the use of technology. The organization operates projects in two main areas: pre-university education system (training teachers in the use of ICT) and the wider community (working with IT and knowledge disadvantaged communities to bring them on board of the digital economy).

EOS has had a very strong focus on supporting the digital skilling and re-skilling of disadvantaged groups in Romania – its digital education activities started back in 1996 when mono-industrial mining areas were ravaged by mass redundancies and with very high unemployment. Over the past 20 years, EOS has implemented specific digital skills and employment projects funded by national government or EU funding schemes. EOS has also taken a more strategic approach towards leveraging resources to support digitally disadvantaged communities across Romania – EOS is a founding member of the National Coalition for Digital Skills and Jobs and the Digital Alliance for Romania.

Being a founding member of the European digital inclusion network All Digital (<https://all-digital.org>) and part of the wider European e-inclusion strategy, EOS is an active member of the National Coalition for Digital jobs, a local response to the European Commission Grand Coalition for Digital Jobs.

EOS has participated in two of the biggest digital literacy projects in Romania. The Biblionet Program, funded by the Bill and Melinda Gates Foundation and implemented by IREX in Romania, EOS trained over 2000 librarians in digital skills so that they can help on their turn members of their communities with getting on board of the digital society. EOS has also partnered with the Ministry of Communications and Information Society to offer support and consultancy to the World Bank funded Knowledge Economy Project through which over 1000 public institutions set up Public Internet Access Points focusing on bringing people from rural and small urban communities closer to the technology era.

More recently, EOS has been involved in EU-wide projects which focused on mapping and identifying key players in the digital inclusion sector. Research has been carried out in partnership with All Digital and the Institute for Prospective Technological Studies of the European Commission. Projects in the past years focused on supporting people who are affected by automation, unemployed, seniors, young people and women.

During 2018 – 2021 EOS is a key partner in an EU-wide pilot project (www.women4IT.eu) focused on developing the digital competences of young women who are at risk of exclusion from the labour market, thereby improving their employability and supporting their insertion in the digital industry. This project enabled EOS to develop key partnerships with the national network of Offices for Unemployment (under the umbrella of the Ministry of Labour and Social Protection) and to deliver a full skilling pathway starting from the profiling stage (where people check the pre-requisites for starting the journey towards a job in the digital economy), the learning programme with individual learning pathways, the certification of the acquired skills and of course the connection with the employers. EOS has developed a two faceted Innovative Employment Toolkit addressed on one side

to those who are stepping towards a career in the digital sector and on the other side providing creative ideas to employers regarding the re-skilling of their staff but also reaching out to non-conventional communities to find the right employees.

During 2020 EOS has been implementing the Microsoft Philanthropies funded project – The Cloud Employability Accelerator program. This project is being implemented in Romania in partnership with 5 universities who are shifting non-IT students' interest towards the IT industry. The project offers an intense 4 module course which takes students through training about Azure Cloud, Office 365, PowerPlatform and Dynamics followed by Microsoft Technical Certifications. This project has already been recognised by the European Commission [Digital Coalition for Digital Jobs](#) as direct contribution to reducing the digital skills gap facing Europe today.

Other digital inclusion programs operated by EOS in Romania are also supported by technology companies like Microsoft, Apple, EC-Council, Autodesk, Adobe or Certiport and resources are often channelled towards programs supporting people who most need this support. Employability, namely supporting people affected by automation (and more recently by COVID related redundancies) to get the IT training they need to find job in the tech sector has been one of the most important activities at EOS.



STRATEGIC OVERVIEW

Vision and mission

The vision of Foundation EOS is that every Romanian should be able to exploit the benefits and opportunities created by the digital transformation of our society.



Image: Participants at the National Final of MOS World Championship @ Microsoft Romania, Bucharest

Our mission is to bridge the digital divide in Romania by helping people realize their full potential through the use of technology.

This will enable them to understand and benefit from digital transformation, as well as to realize how to keep up to date with the latest technology developments and how digital competences can enhance their personal and professional development.

Strategic goals and achievements in 2024

1

Support the development of a national digital inclusion and education strategy

- We continued to **advocate** among politicians and policy-makers for the **urgent need to adopt** a comprehensive **national strategy** for digital inclusion and education.
- The list of **key measures proposed by EOS** is now integrated into the national workplan for the **Romanian Digital Decade**, aligning Romania with the EU's broader digital transformation objectives for 2030.
- In 2024, we strengthened our role as a **trusted expert partner**, contributing evidence, recommendations, and best practices to national consultations on digitalization.

2

Encourage the adoption of EU digital competence frameworks in Romania

- DigCompEdu, translated and promoted by EOS, has been **formally adopted by the Ministry of Education** and continues to be implemented across schools and universities through the National Recovery and Resilience Plan.
- We intensified our advocacy efforts to promote DigComp 2.2 for citizens, participating in **consultations led by the World Bank and the Romanian Government** to support its nationwide adoption.
- Through our collaboration with Microsoft, we encouraged **the use of AI-ready digital competence tools aligned with EU frameworks**, helping educators and learners integrate emerging technologies responsibly.

3

Develop our network of local partners

- Our network of **Microsoft Partner Schools** expanded to 180 institutions, strengthening our capacity to promote innovation in digital teaching and learning.
 - Our ecosystem of **digital competence centres** now includes over 400 libraries, community groups, schools, and NGOs, making it one of the largest support networks for digital inclusion in Romania.
 - More than 500 local organizations actively participated in the **2024 Together in Digital Romania** campaign, demonstrating strong community engagement and a growing

commitment to using digital tools for education and inclusion.

4 *Design and implement digital education all-inclusive solutions – assessment, training and certification*

- **Four major projects** delivered integrated digital education solutions covering assessment, training, certification, and—importantly—employability support, helping learners access both skills and opportunities.
 - The number of **certified learners** continued to rise in 2024, reflecting growing interest in **digital upskilling and recognition of EOS certifications** as a valuable asset for the labour market.
 - **Cybersecurity and Artificial Intelligence** emerged as priority thematic areas, and we expanded our services to include specialized AI literacy modules, responsible use guidelines, and practical training for educators and citizens.
-

5 *Improve the outreach and communication strategy towards the beneficiaries of our services and projects*

- Our **social media campaigns** reached more than **600,000 people**, promoting resources, success stories, and opportunities for digital learning.
- We registered **over 50 media appearances** at local and national levels, with a combined **audience exceeding 200,000 people**, significantly enhancing the visibility of our mission and impact.
- In 2024, we strengthened **communication around AI, digital safety, and emerging technologies**, helping communities make informed and responsible use of digital tools

MAIN PROJECTS AND CAMPAIGNS

Foundation EOS was part of a wide range of digital education projects in 2024. Here are some of the key topics and aims:

- Promoting inclusive education for all
- Facilitating digital transition through education and social inclusion
- Enhancing skills development, reskilling, and upskilling of key competences (generative AI, cybersecurity, IT support, etc)
- Supporting educators, teachers, trainers and the staff within the formal education organisations and institutions
- Promoting excellence and innovation
- Raising awareness on key challenges within society such as gender equality, digital health literacy and prevention to cybercrimes.



The banner features a blue and white background with digital icons like a padlock, a fingerprint, and binary code. The text 'Launch of the CYBARVERSE Academies' is prominently displayed in blue and red. Below this, a grey bar contains the Romanian text 'Aprofundați-vă cunoștințele de securitate cibernetică pe www.cybarverse.eu'. At the bottom, there is a row of logos for partner organizations and a QR code, followed by the text 'Available in:' and 'Register today www.cybarverse.eu'. On the right side, a person is shown wearing a VR headset with a colorful digital interface.

Launch of the
CYBARVERSE
Academies

Aprofundați-vă cunoștințele de securitate cibernetică pe
www.cybarverse.eu

Available in:

Register today
www.cybarverse.eu

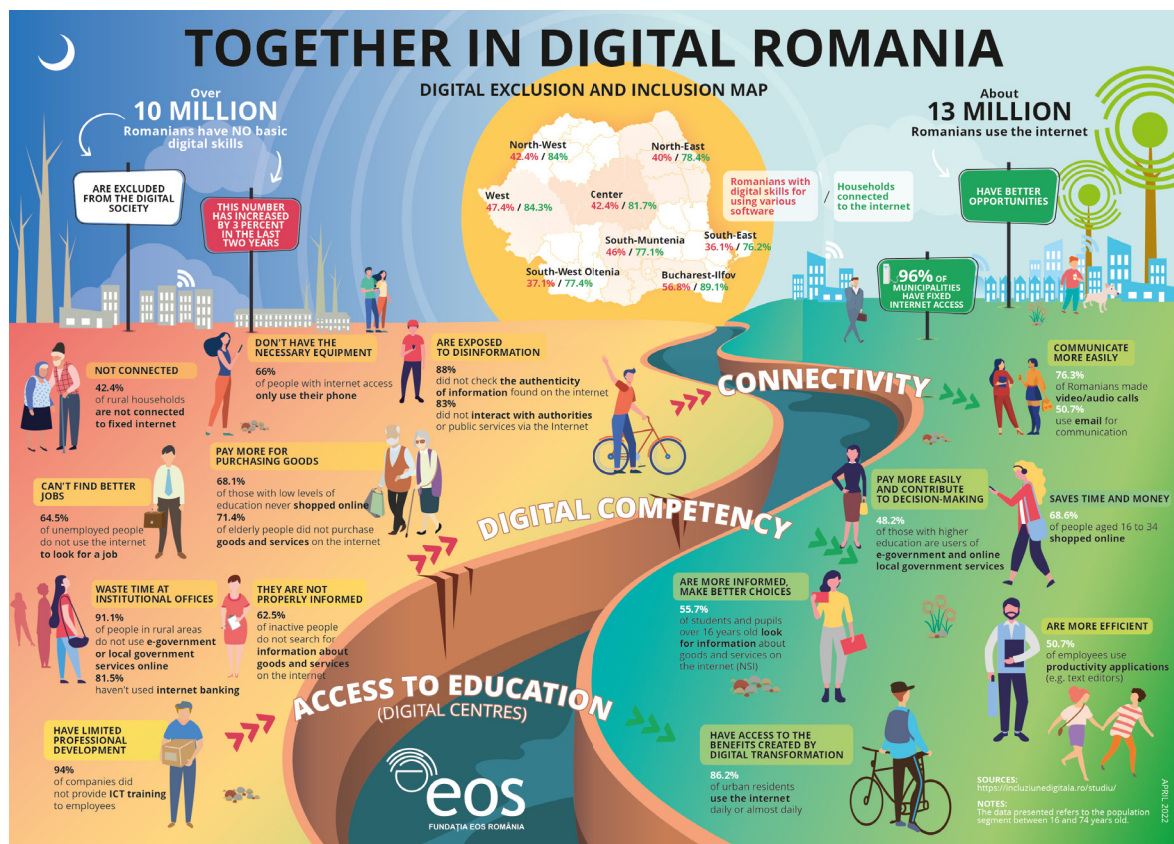
LANGAR / ATETZ
EOS
SCP
Tech.mt
CYPRUS COMPUTER SOCIETY
Co-funded by the European Union

Photo: Lansarea Academiei CybARverse: Programe Multilingve de Formare în Securitate Cibernetică

The key projects are presented in the next pages of the report.



TOGETHER IN DIGITAL ROMANIA - Towards a national strategy on digital competences



70% of Romanians lack basic digital skills. Romania is consistently at the bottom of the EU in digital performance, as shown by the Digital Economy and Society Index (DESI), as early as 2016. In this context, the EOS Foundation Romania carried out a national project for digital education and inclusion **“TOGETHER IN A DIGITAL ROMANIA”**.

EOS continued to advocate in 2024 on the importance of a national plan for digital education of the Romanian society.

We have worked with politicians (MPs) as well as with governmental agencies, relevant companies and various partners to promote the digital inclusion map and to advance digital education in the formal and non-formal sector.

The Romanian Digital Decade plan had been adopted in 2023-2024, as a response to the EU’s strategy on digitalisation, in the context of implementing the Recovery and Resilience Plan. EOS’s proposal including a set of measures to boost the digital inclusion in Romania has been presented and discussed with a number of partners and decision makers.

The Microsoft School Partnership Program



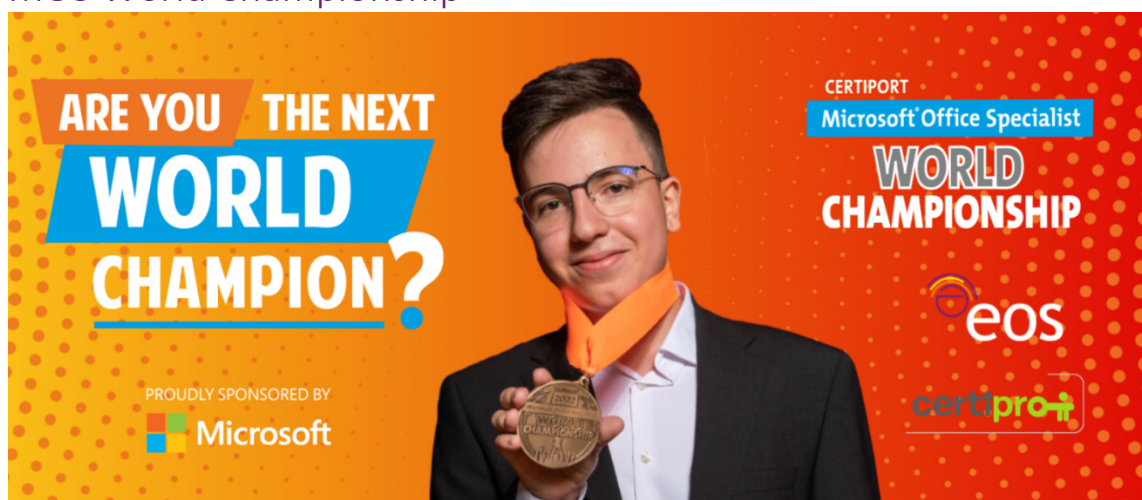
The **Microsoft Showcase School Program** represents a global community of pioneering schools committed to innovation and technology-enhanced learning. In Romania, the EOS Foundation continues its strong partnership with the **Microsoft Romania Education Team** to strengthen and expand the national network of Microsoft Partner Schools—institutions that already use Microsoft 365 and Microsoft technologies to advance digital teaching and learning.

By 2024, over **180 schools**, selected collaboratively with the Ministry of Education, have completed or are in the final phase of an intensive, three-year digital transformation journey (2021–2024). Building on this success, the network is now evolving into a long-term national community that supports continuous innovation, responsible use of digital tools, and the integration of emerging technologies, including **AI in education**.

In 2024, emphasis has shifted toward sustainability, data-informed decision-making, and the integration of AI-powered tools across these pillars.

- **School-level digital transformation self-assessment:**
Schools conducted internal evaluations and created core teams of 2–3 teachers responsible for leading and sustaining the transformation process. This model remains central in 2024 to ensure continuous improvement and long-term impact.
- **Training and certification of teachers:**
More than **825 teachers** successfully completed training and earned **Microsoft Certified Educator (MCE)** status. They are now active in the Microsoft Educator Community and encouraged to join the **Microsoft Innovative Educator (MIE)** program.
In 2024, the focus has expanded to include **AI literacy**, classroom use of Microsoft Copilot, and advanced digital pedagogy.
- **Recognition as Microsoft Partner Schools:**
Schools that demonstrated strong engagement and progress received national recognition—awards, plaques, and media visibility—highlighting their achievements and commitment to digital transformation.
- **A growing, active Microsoft Partner School community:**
The network continues to serve as a hub for national educational innovation initiatives, including:
 - The **National Minecraft Education Edition Competition**
 - The **National Microsoft Office Specialist Championship**
 - Technical and Microsoft Fundamentals test festivals
 - New 2024 activities promoting AI skills, cloud literacy, and responsible technology use among students and teachers.

MOS World Championship



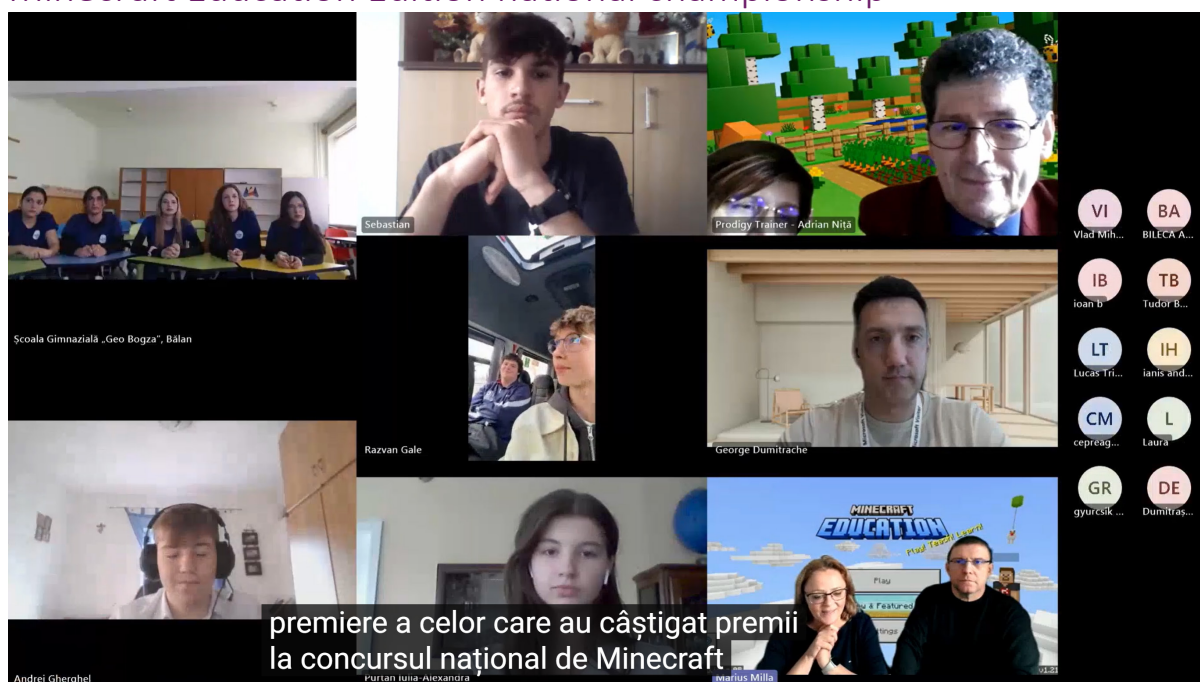
The **Microsoft Office Specialist (MOS) Romanian Championship 2024** once again brought together some of the most talented and motivated students from across the country to demonstrate their digital skills and compete at the highest level of excellence in Microsoft Office applications. Organized by **EOS Foundation** in partnership with **Microsoft Romania** and **Certipro Education**, the competition has become a key national event that showcases the importance of digital certification and highlights the new generation of digitally skilled learners.

In 2024, hundreds of students from schools and high schools across Romania participated in the qualification rounds, testing their abilities in Microsoft Word, Excel, and PowerPoint. The finalists demonstrated outstanding precision, creativity, and efficiency—skills that are essential in today's digital economy.

The three winners (photo below) attended the MOSWC in Orlando, Florida, being among the best top 100 users of Microsoft Word, Excel and PowerPoint in the world.



Minecraft Education Edition national championship



The **6th edition of the National Minecraft Education Competition** encouraged students to test their creative potential by building a secure skyscraper equipped with artificial intelligence features.

The benefits of game-based learning had long been clear, and students were already learning creative coding during their regular school classes. In this edition, creative programming through games came to life in a real and meaningful context: students worked in teams of three to design and build a secure skyscraper with AI-powered elements in the well-known Minecraft Education environment.

The participating teams created a virtual tour of their project, showcasing both the building's architecture and its functional features related to cybersecurity and/or AI-based services. To complete their projects, students researched individually or in teams, exploring what types of services such a construction would require and learning about the principles of cybersecurity and artificial intelligence.

The competition took place in two sections: middle school (grades V–VIII) and high school (grades IX–XII). The jury was composed of a multidisciplinary team of experts from the fields of education, IT, design, and civil society. Registration for the 2024/2025 National Minecraft Education Competition was carried out online by coordinating teachers, who submitted one form for each participating team.

The National Minecraft Education Competition for Schools was organized in Romania by the **EOS Foundation** and **Microsoft Romania**, as part of the **2024/2025 Microsoft Partner School Program**.

Here are the winning projects:

<https://www.youtube.com/playlist?list=PLO2tnakxOZ7X5wjXdNQCw9U2ZxZ8KV-pT>

GenAIEdu

Period: 01/11/2023— 30/09/2024
Funding: ALL DIGITAL
Coordinator: EOS
Website: <https://eos.ro/genaiedu/>



The main aim of the project is to empower and support digital education and transformation stakeholders across Europe, in the provision of basic digital skills and competences, specifically the knowledge and understanding of Generative Artificial Intelligence (GenAI) and integrating GenAI in their education and training services. The project will be primarily, but not exclusively, targeted at ALL DIGITAL's member organizations.

The project offers a series of online training courses aimed at teachers, trainers and facilitators as well as staff members of ALL DIGITAL member organisations who are providing skilling resources and training at all levels to mainly adult learners in local communities, and who are interested in integrating GenAI into their practices while taking ethical considerations into account. A basic familiarity with digital technologies and understanding of educational practices is recommended.



GenAIEdu training program, the related resources and additional services will be offered through ALL DIGITAL Academy, which ensures tracking all learning activities and verifying the completion of courses, by successfully completing the assessment tests and earning badges.

EOS is the Romanian partner, reaching for 300 trainers and teachers to join the training program. EOS localised course content in Romanian and is preparing its promotion strategy, tapping in existing partnerships, and using its longstanding collaboration with Microsoft Romania.

Cyber4all

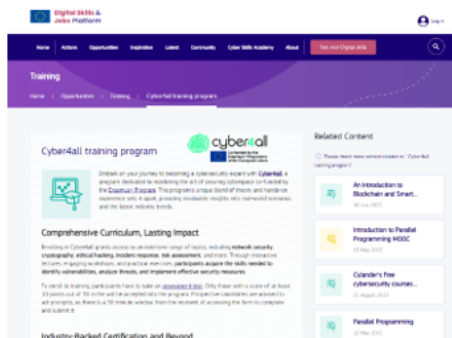
Period: September 2023— March 2024
 Funding: EU Commission Erasmus +
 Coordinator: LEXICON Sweden
 Website: www.cyber4all.eu



cyber4all



Co-funded by the
 Erasmus+ Programme
 of the European Union



As part of the **Cyber4All** project, the EOS Foundation offers an educational program created together with cybersecurity experts and professionals. Target beneficiaries have the opportunity to get certified as an IT Specialist in Cybersecurity.

CYBER4All is a initiative with a cutting-edge cybersecurity training program, designed to equip individuals with the knowledge and skills needed to excel in the dynamic field of cybersecurity.

Main objectives of the project include:

- Increased access to cybersecurity education
- Development of a comprehensive cybersecurity curriculum
- Fostering industry partnerships and other internship opportunities
- Monitorization and evaluation pf program success

The training program promises success in learning how to secure cyberspace, how to become a specialist in cybersecurity and how to implement it in future roles in cybersec careers.

The beneficiaries enrolled to the program had the chance to self-assess their basic digital competences, as a prior step to the recruitment process. After passing the assessment stage, they were instructed to use the CISCO NetAcad learning modules in Introduction to Cybersecurity training, and then the Gmetrix platform, before they had the chance to take the examination on the Certiport platform and finally obtain the certificate.

The consortium of the project is led by LEXICON from Sweden, with the participation of OpenCertif from France and EOS Foundation in Romania.

The Cyber4All program is accepted on the Digital Skills and Jobs platform of the European Commission, as an initiative guaranteeing the training of employees or future employees for entry-level skills.

EOS Digital Career Connector

EOS Digital Career Connector

Period: September 2022 - present

Funding: Microsoft

Coordinator: Fundatia EOS

Romania

Website:

<https://www.facebook.com/photo/?fbid=887553932244854&set=a.759821708351411>



The **EOS Digital Career Connector** is a development of the **EOS Digital Academy** platform, enabling role-based learning approaches that enhance the focus on employability.

The first phase of the EOS Digital Career Connector consists of a series of updates and upgrades to the already successful EOS Digital Academy platform. EOS, together with representatives of the IT industry and employers (e.g., IT School or Banat IT community) have analyzed and developed learning pathways for two career areas: one more technical (DevOps with Azure), and one aiming at a more versatile set of skills that can be applied in various careers (project management, sales, office management).

From the beginning of the project the platform continued to offer Microsoft Office and Azure courses and certifications to 239 learners, while



the new learning pathways (role based) will be piloted from early March.

The DevOps with Azure course curriculum is already finalized, and the recruitment campaign has started. The second course is currently being developed and will be finalized during the month of March 2023.

The DevOps Azure learning pathway includes eight modules: **Fundamentals, Cost Control, Monitor, Web App, Serverless, Kubernetes, Java on Azure.**

The Course has a duration of 100 hours, and the curriculum has been developed in partnership with a training company called IT School.

The second career pathway includes Microsoft Office (Word, Excel, PowerPoint) courses. Depending on the needs of the beneficiaries, a combination of the three courses can be chosen.

During the project period, a...number...of 75 beneficiaries are taking the DevOps pathway, while 98 are enrolled in Microsoft Office courses. Moreover, the EDA platform continues to offer other Azure courses, as well as digital literacy learning pathways.

To date, over 450 beneficiaries have taken at least one course and over 200 have taken Microsoft Azure and Office certification exams.

The promotion of our courses on social media reached had over 25,000 impressions, with more than 3,000 clicks on the platform link.

CybARverse: Digital literate in VET by cybersecurity training with immersive technologies



Period: 01/11/2022— 31/10/2024

Funding: KA220-VET - Cooperation partnerships in vocational education and training

Coordinator: Langas į ateitį Lithuania



www.cybarverse.eu



CybARverse project supports the development of digital skills for the IT and non-IT teachers and trainers, through the use of immersive technologies.

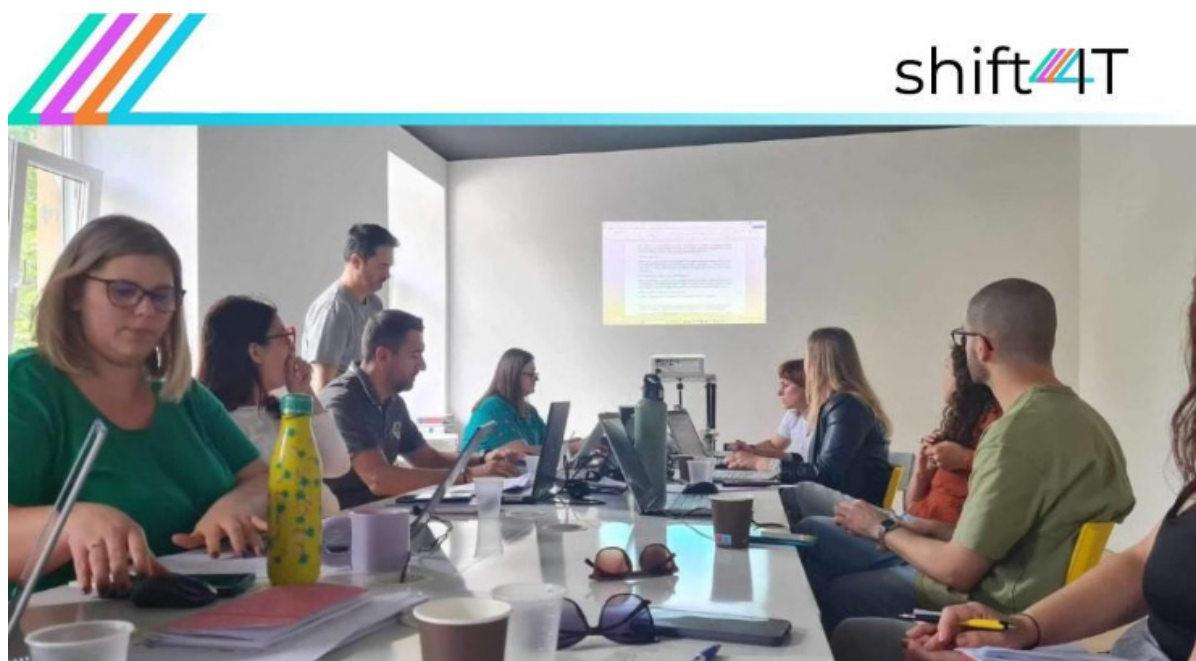
The focus of this project is to train VET teachers and trainers on how to recognise and react correctly to cyberattacks.

The project promotes cyber security awareness, the implementation of the Digital Education Action Plan (Actions 5 and 7) as well as national agendas, and contributes to a more digital, greener and more inclusive teaching and learning.

By the end of this programme, at least 80 trainers and teachers, from the four partner countries (Lithuania, Cyprus, Malta and Romania), will be qualified.

During 2022, EOS Foundation started to design the outline for the development of a qualification concept model for VET teachers and trainers, for capturing and describing required competences for using immersive technologies (AR, VR/WEBVR) in cybersecurity training for a classroom environment.

The CybARverse qualification model for immersive training, bases on existing training materials & forms and ensures a tailor-made and a pedagogical-sound use of teaching and training scenarios.



shift4T



Co-funded by
the European Union

Funded by the European Union. Views and opinions expressed are however those of the authors only and do not necessarily reflect those of the European Union or Agency for Mobility and EU Programmes. Neither the European Union nor the granting authority can be held responsible for them.

The IT sector is one of the fastest growing industries in the world, and occupations in computer and information technology are continuously in high demand on the labor market. In the context of the EU, the demand for jobs in the IT sector is constantly increasing, with the occupation of information and communication technicians increasing by 6.9% between the first quarter of 2021 and the first quarter of 2022 (ec.europa.eu/Eurostat).

However, at the same time, the IT sector is struggling to fill talent shortages in many of its areas, including IT project management. Organizations and companies want to optimize user experience and automate tasks and are looking for a combination of technical and soft skills, such as technological knowledge, empathy, sustainability expertise and innovation, with leaders who can deliver great solutions in a short time (The Future of Project Management Jobs Worldwide, www.prince2.com).

The need for IT professionals in the labour market represents an opportunity for young people preparing to enter the labour market, but it is also an indicator of a problem, with some projections showing that in the next 5 years, the shortage of IT talent will be one of the biggest threats the European technology industry will have to face.

The SHIFT4IT project (Shifting the paradigm for women in IT sector) was designed as an answer to this problem - as part of the project, training for project managers in the IT sector will be developed, which will provide young women with the skills to understand the language of developers, be able to coordinate teams of developers and act as a bridge between developers and clients or users. Through the project, 80 young women with degrees in humanities and social sciences will develop skills and knowledge to prepare for jobs in the IT sector.



ANNUAL REPORT 2024



www.eos.ro



<https://www.facebook.com/FundatiaEOS/>



<https://www.youtube.com/@fundatieaeosromania9960>



<https://www.linkedin.com/company/eos-romania-foundation/>