

RESTART Partnership Survey of 4.0 Digital Technologies



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Scope of the Survey

- Gain an understanding of the current level of Digital competences in local and national companies and industry
- Conduct a survey at national level to prepare an Evaluation of the current workforce skills and potential Digital 4.0 training and develop an integrated training plan
- Survey the effectiveness current digital training policies of each partner country and identify future training needs
- Prepare a survey Report in January 2018 highlighting the findings to help inform the training of the project

Structure of the Report

Survey Description:

To explore the current use and uptake of Digital Technology and E-Skills and the benefits of Digital Technology through training in Traditional Industries with a view of increasing service and product portfolio and production in each partner country.

Structure of the Report

National Reports. (6) – Section 1 Existing VET Training Methodologies

- What level of VET Digital Training exists currently within industrial workforces
- What is the level of the existing transferable skills identified (communication, cross disciplinary, sustainable, STEM skills)
- Locally and Nationally what existing VET Industrial Technological skills do trainers have to meet the demand

Structure of the Report

Key Findings Section 1

- ❖ The level of VET Digital Skills varies greatly across partner countries
- ❖ There is a large difference in the type of training providers, from private Digital Skills providers to government Digital Skills providers such as Further and Higher Education establishments
- ❖ There is a VET Digital mismatch between training and employers' needs
- ❖ VET Digital skills vary considerably based on the manufacturing sector
- ❖ Shop floor employees have less formal Digital qualifications

Structure of the Report

Key Findings Section 1

- ❖ Many companies (30%) report difficulty in recruiting higher skilled employees
- ❖ Employees receiving in-house Digital training varies greatly
- ❖ Larger companies provide a greater level of employee Digital training
- ❖ ICT specialist Digital Software training is in demand by companies
- ❖ Digital training is not keeping up with demand
- ❖ Transferrable skills level varies greatly across the partnership and the EU

Structure of the Report

National Reports. (6) – Section 2 Country Policy Regarding Levels of Digitalisation

- How would you currently classify the level of Digitalisation and Integration into production within your country
- What levels of Digitalisation is expected over the next 5 years, and how will this benefit local companies
- What is the existing national policy towards 4.0 Industrial changes and how are local policy makers reacting to the changes

Structure of the Report

Key Findings Section 2

- ❖ Most companies identify EQF Level 4 as necessary for their shop-floor employees
- ❖ STEM skills are increasing, some EU partners identify local initiatives to support STEM skills
- ❖ Specific programmes maybe necessary to target STEM skill training at unskilled or semi-skilled workers
- ❖ Overall the STEM skills within workforces vary considerable across the partnership
- ❖ STEM skills need regular up-dating
- ❖ STEM skill levels vary across sectors, high in Engineering and in larger companies due to the pool of staff available

Structure of the Report

Key Findings Section 2:

- ❖ Trainers need a wide level of skills; management of productivity, analytics, industrial automation, communication, production logistics, organisation modelling, IT skills, Big Data Processing, production flows, digital technology, CAD, cloud based systems, virtual reality, programming, Internet of Things, Lean Training, TQM, Crowd Sourcing, Robotic Training, Marketing, Software Development, Info-Structure Training, 3D, Cyber Security and Digital Awareness
- ❖ Trainers should be trained at a minimum level of EQF L5

Structure of the Report

Key Findings Section 2:

- ❖ Although across the partnership some countries have no National Policy toward Digitalisation there is a move for Government support towards Digital Skill improvement, a number of partner countries list large national and local investments in the Digital Infrastructure and support towards specific Training and Digital and Manufacturing research

Structure of the Report

National Reports. (6) – Section 3

Potential ICT and Digital Skills Shortage

- What is seen locally and nationally as the major skills barrier to addressing the advancement and providing the necessary 4.0 Digital skills for the future
- What is identified as the major ICT staff skills shortages faced by employers within local Traditional Industry Sector
- What skills/training are needed to meet new production demands with regards to the 4.0 Digital gaps

Structure of the Report

Key Findings Section 3

- ❖ Digital performance is high in importance to compete at both national and international levels
- ❖ Digitalisation would increase productivity in most Engineering and Manufacturing companies
- ❖ There is a huge demand on employees to gain Digital skills at all levels
- ❖ Digital training is more in demand in SMEs
- ❖ Companies require lower costs and higher production through process improvements
- ❖ Enhanced Digitalisation skills are necessary to increase production and outputs

Structure of the Report

Key Findings Section 1

- ❖ There is an upward demand for new Digital skills across the partnership countries at all levels of employment
- ❖ Soft skills are also in demand from companies and employers
- ❖ There is a lack of skilled workforce in advanced ICT technologies in many sectors
- ❖ There is a mismatch between demand and supply of necessary Digital skills
- ❖ Companies still report a low level of Digital competences which need addressed
- ❖ There is a lack of software skills, i.e. web development skills, digital marketing skills, AutoCAD skills, general software application skills, web developers, cloud, cyber, big data skills, etc.

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