
Report of the workshop's outcomes

Everybody today discusses on the fore coming big changes in the working conditions due to the digital twin era that in some countries is already present. Europe is preparing itself; but in which way? What about skills detection, teachers and trainers, methodologies, curricula, partnerships. These questions were the core of the workshop under the title “**Industry and Innovation 4.0**” that took place in Lake Como on the 25th of October 2018.

The workshop

More than 45 participants from 17 countries discussed actively under the moderation of [Massimiliano Mascherini](#), Senior Research Manager in the Social Policies Unit of EUROFOUND. Three topics including the most semantic topics were analyzed by three groups including representatives of VET schools, companies and intermediary organizations.

The Topics

The first topic was around the skills, how to detect them and how-to re-skill or up-skill the teachers and trainers so as to be effective in the new challenges. The outcome was the very close collaboration between education and companies. An ongoing and flexible communication between VET and employers -with the strong catalytic presence of the intermediary organizations-, along with a Dual System for the teachers -getting expertise inside companies- and experts from companies present at the class. EfVET is willing to contribute into this through the establishment of the institution “Thematic Teams” where mapping the expertise of our Members is the first step.

The second topic about the most suitable VET arrangements to cope with and take advantage from the new era, along with the new methodologies to be adopted, was one of the “hottest” topics. The answer to this is what we call VET 4.0, which includes the needed responsivity and adoptability of VET providers. It is not about a job anymore, it is about a career. A career based on combining advanced connectivity & advanced automation, 3D print, cloud computing, computer powered Skills need analysis and the implementation of educational structures. No more introversion, no more bureaucracy, no more self-orientation. International and business friendly structures with multilevel quick decisions will reinvent the individual and integrate education with learning.

On the third topic about the partnership among the stakeholders and how to support it, was concrete proposals were noted. Engaging in dialogue with experts from VET providers and reporting on the new requirements of the enterprises, with the enterprises, and by public and private partnership things might change quicker than we think. Since common goals exist, trust should be enforced by a constant communication between the triangle Education Government and Enterprises. The needs of innovation and speed in curricula should be covered, upgrading the existing infrastructure and mutual promotion (by trainers and

business experts exchange) are the key messages of this topic. EfVET has already planned in its new strategic framework to enforce the collaboration with European (Business Europe, Euro chamber, etc.) and National Intermediary Organizations (Federations of Industry, Chambers etc.), along with Companies, in order to strengthen a better communication between Education Government and Enterprises.

What's new?

All the above are known the last decades. So, what is the essence from this workshop? The change of attitude of course. We are familiar with Industry 4.0, getting familiar with VET 4.0 but what about Attitude 4.0? This is the essence of getting things done in Europe nowadays. And this Attitude 4.0 is a one-way choice!

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