



Peer Learning Club 1 position paper Advanced Manufacturing Sector (sectoral dimension)

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Peer Learning Club 1 position paper

Advanced Manufacturing Sector (sectoral dimension)

Megatrends such as digitalization, industry 4.0, climate change, and migration have been affecting our society, causing structural changes in the economy, as well as in the world of work and employment. In turn, evolving labor markets are calling for updated reactive education and skilling, creating an urgent need for adaptable and responsive TVET systems. The European Skills Agenda 2020 draws our attention to this issue and points out: *“Implementing VET and apprenticeships reforms, which may include investments in curricula reforms for increased labor market relevance, mainstreaming of green and digital skills, flexibility and modularization...¹”*.

SKILLMAN NETWORK: AN ALLIANCE FOR EXCELLENCE IN TVET

Since 2014 Skillman Network has worked to design and develop curricula for the advanced manufacturing sector. The network, counting n. 480 members in over 80 countries worldwide, is working to innovate the TVET sector, inviting different stakeholders all around the world to adopt a participatory approach to innovation for the continuous improvement of Technical and Vocational Education (TVET).

In 2019 Skillman launched the Peer Learning Clubs, thematic groups of discussion, involving stakeholders, such as researchers, Vet professionals, companies, public administrators, industrial leaders, for knowledge sharing and peer improvement, with the aim to identify the prior challenges for a “future-proof TVET”, able to contribute to the development of a knowledge-based, sustainable and inclusive society.

JOINT INITIATIVES FOR MORE RESPONSIVE AND INCLUSIVE TVET SYSTEMS

We believe that the responsiveness of TVET systems and providers can be reinforced by:

- **Co-designing of training opportunities:** key issues as green transformation, digitalization, social inclusion, should be taken into consideration to ensure that all people could be involved in the labor market. Adaptation of TVET programs to the “new geography of job” requested by the market is necessary to guarantee to people the achievement of skills needed for a “decent work”. Besides, in November 2020 Skillman Alliance, has launched the Skillman Ethical campaign, which aims to recognize and integrate ethical competencies in curricula, considering them a leverage for inclusive societies: their integration to all training offers/curricula is recommended, internationally.

- **Innovating learning approaches:** artificial Intelligence (AI), robotics, virtual reality systems, “green innovation” imply new knowledge and abilities for people and especially in the advanced manufacturing sector. These “New Skills” should be achieved both by future workers (students/trainees) and by employees, to support the integration of innovation at organizational level and to reinforce their employability of each person, no one left behind. At education providers level, digital transformation of learning, (DTL) does not mean the simple

¹<https://ec.europa.eu/social/main.jsp?langId=en&catId=1223&moreDocuments=yes>





change of delivery system, but it requests a redesign of learning concepts, settings, approaches and methodologies. It's a new paradigm which asks for radical changes from a pedagogical/andragogical perspective and new skills both for teachers/trainers and for students/trainees. In this regard, upskilling of TVET professionals (teachers/trainers) becomes crucial and a dedicated training offer for them, results of prior importance.

In conclusion, one of the most important commitments of TVET should be building the curricula of the future for the interest of society and not only in the field of business, preparing citizens and workers of tomorrow. This means to be able to anticipate transformations and trends as well as skills evolution, accordingly. All key stakeholders should cooperate, for implementing a skills anticipation wave, in order to have a competitive and challenging Advanced Manufacturing sector.

