

### FACTSHEET

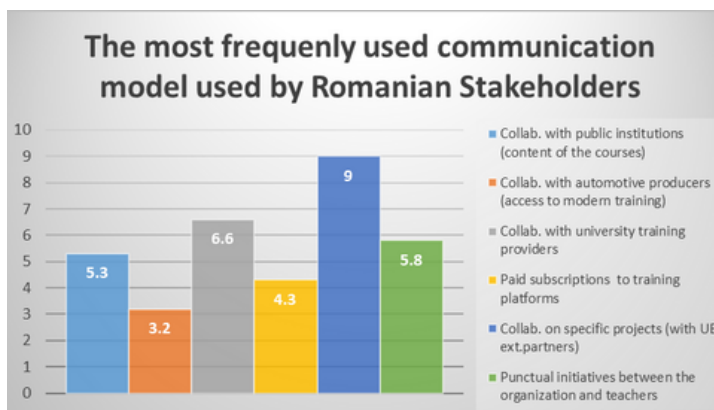
## NATIONAL WORKSHOP - ROMANIA - 25 May 2023

### Results highlights

The workshop agenda has been created mixing: project presentation, best practice sharing and exercises to create a dynamic and friendly environment for open discussions and brainstorming.

The exercises were built based on a selection of questions extracted from the main Project Flamenco Survey with the purpose of getting meaningful insights on specific topics and understand in more details the Romanian collaboration environments, initiatives and challenges faced.

### Insights on existing collaboration methods



Key: 0-communication model not used at all ; 10-high interest for the model



Key: 0-very low efficiency / 10-extremely high efficiency

### Collaboration needs



Key: 0-no need / 10-high need for the specific element



Key: percentage according to participants' votes

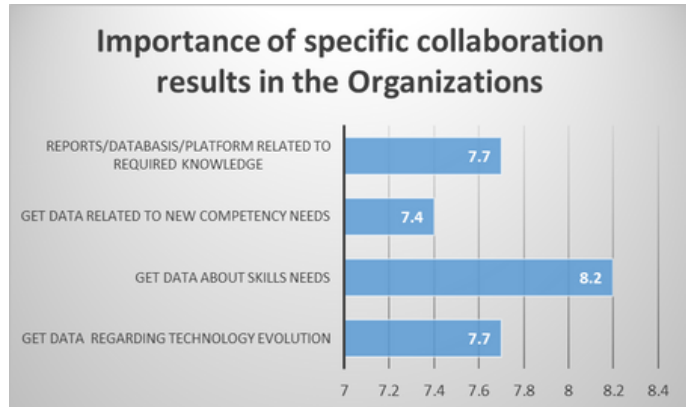


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## FACTSHEET NATIONAL WORKSHOP - ROMANIA - 25 May 2023

### Collaboration Outcomes

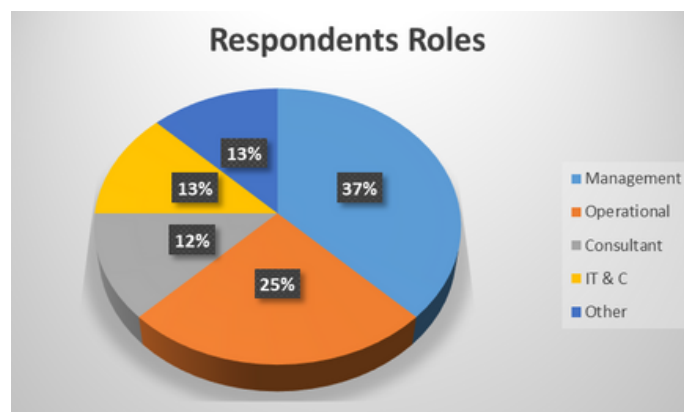
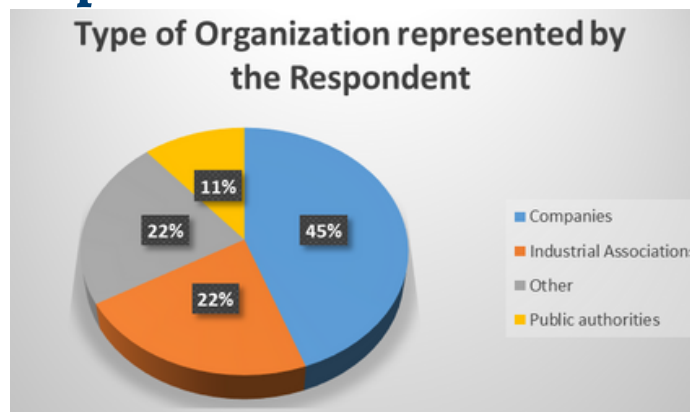


Key: Max 10-extremely important



Key: Based on respondents votes

### Respondents' Profile



### Survey Overview

#### General Information

- Romanian National Workshop
- **Location:** Online

#### Purpose

- Discuss existing collaboration methods and best practices,
- identify collaboration needs and
- brainstorm for solutions regarding collaborations risks and challenges faced by different types of organizations from Romania.

### Conclusions

The main communication model implemented in the Romanian business and public environment is the collaboration on specific projects. In terms of collaboration methods used, Romanian stakeholders considered that setting roles and responsibilities is the most efficient one (see graphs).

Based on the needs identified - the most important one being Networking with Stakeholders - improvements may be brought to the existing framework (especially on the possibility to initiate new partnerships) in order to get efficiency and stronger collaboration techniques to be implemented at national but also at regional level in the future.



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### FACTSHEET

## NATIONAL WORKSHOP - INDUSTRY & SOCIAL PARTNERS

### BELGIUM - 9/05-26/06/2023

## Results highlights

### STAKEHOLDERS' COLLABORATION NEEDS

#### EVT (Apprenticeship / Technical secondary school)

- centralize ideas and resources
- periodical meetings on skills intelligence to anticipate the future needed skills.

#### EVT (High Education)

- collaboration and pilot project of an apprenticeship formula and training at master's level.)

#### Industry

- Lack of responsiveness between the needs for new skills and the adaptation of program content

#### Public Institutions

- want to be informed by companies about (new) skills needs.

#### Social Partners

- Currently various actions are carried out to identify skills but the next step which is to put actions in place is not yet done in a structured way.

#### Other (World Skills Association)

- Need more collaboration directly with the car manufacturer. Access to data and repair processes.

### Current collaboration framework

- Collaboration with Educam periodically (boosting networking)
- Collaboration agreement between Dealers/Apprentice training centre / Educam
- Collaboration with Institutional Partners
- Collaboration with Car manufacturers/Importers
- Participation in sectoral certifications
- Collaboration with Higher School
- Paid collaboration for access to trainings platforms
- Collaboration on specific projects (cross-border)

#### Benefits of Collaboration

1. A balanced collaboration (win-win)
2. Create and maintain a dynamic approach
3. Collaboration continues after the project

### Evolution of needs as identified by respondents

Short Term	Continuous learning ability
Medium Term	More digital skills
Long Term	More language (English) skills



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### FACTSHEET

## NATIONAL WORKSHOP - INDUSTRY & SOCIAL PARTNERS

### BELGIUM - 9/05-26/06/2023

## Results highlights

### Suggested collaboration model

1. Integrate the **concept of apprenticeship** in Higher Education:
2. A **closer and regular collaboration** with the policy-makers:
3. More **structural collaboration** with **cross-borders partners**
4. A more **structured collaboration**
5. **Financial support** for companies

### Collaboration can be effective and sustainable by:

- Projects not related to a temporary legislature
- Set clear and realistic goals/KPI's (written in agreements)
- If needed review goals to maintain effectiveness
- Collaboration behaviour: empathy, win-win exchanges
- Consult previous projects from the same type
- Meet again after the project closes
- Create a platform to centralize all previous, on-going and upcoming projects in order to consult them.
- Find a way to overcome the language barrier



### Outcomes expected from Collaboration

- More ability to anticipate thanks to more frequent meetings with policy makers
- Lead to a common digital platform open to all stakeholder types
- Use of more digital communication tools (avoid spend time in travels, face-to-face meetings)

## Workshops

The workshops were carried out in small groups at several times, on site, online or in a hybrid version. This approach had the advantage of encouraging interaction and obtaining nuanced answers.

## Conclusions

The Workshop has been organized with main stakeholder in the automotive domain. Responses are directly linked to the current collaboration reality: needs are clearly identified as well as the benefits of the collaboration. Through discussions and idea exchanges, there were some improvement areas identified which, if developed, can be transformed in more efficient ways of communication and collaboration at national level. The results of the national workshop and those of the industry and social partners workshops will be corroborated to result in a set of better collaboration methods that can be improved at regional level as well.



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## FACTSHEET

### Education and Training - Mladá Boleslav - 18 May 2023

#### Results highlights

**There is a need to better spread the information about various collaborations, (for example ASA and PfS)**

**through informing National Authorities in Automotive**

**Make awareness videos**

**Spread the information and interesting events to schools and departments across schools**

**Provide guidelines and helping document on the collaboration and how to spread and why it is valuable**

**Teachers would prefer annual F2F meetings and some local meetings**

**Use up the possibilities of ERASMUS+ funding – projects or mobility to meet up or collaborate**

**As concrete activities, it would be welcomed to have work practices in companies or job shadowing in companies**



#### About the Event

**Event:** BaTT Forum – Education and Training Providers

During SKODA Auto – Teachers and Training Forum VET

**Location:** Mladá Boleslav, Czech Republic

**Topic:** workshop on cooperation preferences on battery topics

**Participants:** VET Teachers in Automotive and Electromobility.



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## FACTSHEET

### ASA Skills Intelligence Meeting - May 2023

## Results highlights

### Topics identified by Participants and considered of high importance for the mobility ecosystem

Electrification	e-mobility	Regulatory changes	Upskilling Teachers	Re-/up-skilling
Recycled Materials	Climate Change	Technology Supply Chain	Modular Trends Offer	Social Impact

### Improvement ideas for the education system in regard to the current trends

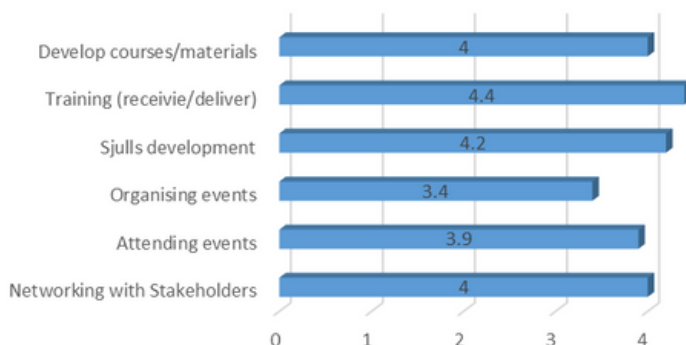
- Apprenticeship
- Online Trainings
- Re-assessment of a diploma
- Skills certification
- Expert involvement
- Better initial education
- International internships



- Compulsory internships
- Train the Trainers
- Flexible curricula
- Agility
- Increase communication
- More linked to the market
- Modular offer

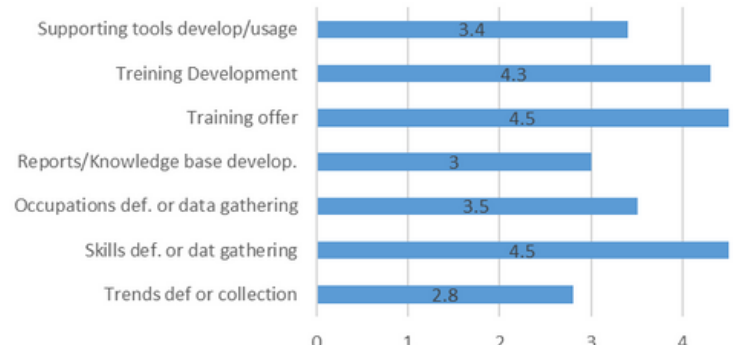
## Sectorial Collaboration

Importance of needed activities in the skills agenda in the automotive-mobility ecosystem



Key: Rating from 1 (min) to 5 (max)

Importance of given outcomes of the collaboration



Key: Rating from 1 (min) to 5 (max)



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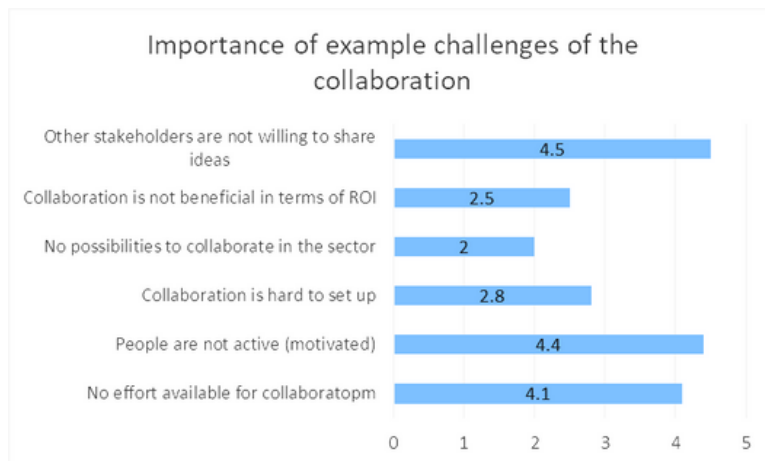
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## FACTSHEET

### ASA Skills Intelligence Meeting - May 2023

#### Challenges of the Collaboration



Key: Rating from 1 (min) to 5 (max)



#### Participants' Profile

- **Country of Origin:** Czechia, Denmark, Romania, France, Ukraine, Italy, Switzerland
- **Types of organisations:** Universities, Training Providers, SME, HR Consulting firm, VET Provider, Cluster, NJO, region

#### About the event

- **Online**
- **All types of stakeholders** – Industry, Education Training Providers, Social Partners and Regions

#### Conclusions

- Most valued outcome of the collaboration would be Provision and Reception of Training and Teaching – Pooling Resources
- Attendees already collaborate in PfS, ERASMUS+ call, on development of MOOCs or in general together – industry with training providers, etc.
- Attendees perceive the work on skills definition and data gathering together with training courses offer as the best example outcomes that may be done via sectoral collaboration
- Attendees expect the networking, stronger collective voice and visibility from the sectoral collaboration
- Challenges seen by attendees are that the entities may not be willing to share ideas or knowledge or are not motivated to collaborate or participate
- Other challenges identified are: financial incentives, identification of right partners and best ways of collaboration



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### NATIONAL WORKSHOP - CZECHIA, 6 June 2023

## Results highlights

### Existing Ways of Collaboration

<b>Cooperation between tech.companies and schools</b> (students are attending visits at companies and talk directly to the employees)	<b>Dual education</b>  <b>internships</b>  <b>Boot Camps</b>	<b>Career advisors</b> (regularly visits schools and presents current opportunities on the market & internships for volunteers)
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### Ideal Format of Collaboration

Branches of schools in the companies  
 Branches of companies in schools  
 Exchange of employees and teachers

Platform for teachers to understand industry needs better

### Example outcomes expected from the collaboration

- Branches of schools in companies
- Possibilities, methods, and preferred format of cooperations
- Platforms for teacher collaboration, etc. - to ensure trends, needs, courses, etc
- A week in the year when teachers and students will be educated in companies.
- Branches of companies in school
- Exchange of workers - schools and teachers
- The problem for international companies to share know-how (permission from the parent company)s
- Campaigns supporting LLL education

### Challenges

- Language barrier
- Benefits visible in long term
- Lack of interest from students – too many options across the market
- National requirements on qualifications
- Students uncooperative for long-term agreements with employers
- Low unemployment rate – high possibility to get any job
- Low praxis among academia employees

## Conclusions

Currently there is no cooperation among the participants on sector level for activities organized by the individual companies. Generally, some participants are involved in the Automotive Skills Alliance. Some participants have applied for ERASMUS+ funding in the past. The workshop showed that stakeholders have a clear idea about how the ideal cooperation should look like but also they seem aware of the challenges that this the collaboration can face. On this basis, collaboration models can be further developed and implemented following the common objective of the stakeholders

- ## About the event
- **Onsite**
  - **All types of stakeholders** – Education providers (universities) and companies



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### NATIONAL WORKSHOP - AUSTRIA, 23 June 2023

## Results highlights

### Curent situation in terms of sectorial collaboration

The partners have been working together in the SOQRATES working group for 20 years.

The partnership includes **leading research** and **leading automotive industry**.

TU Graz has an established Life Long Learning program between industry and university which is based on established cooperation models managed by a department of the university rectorate.

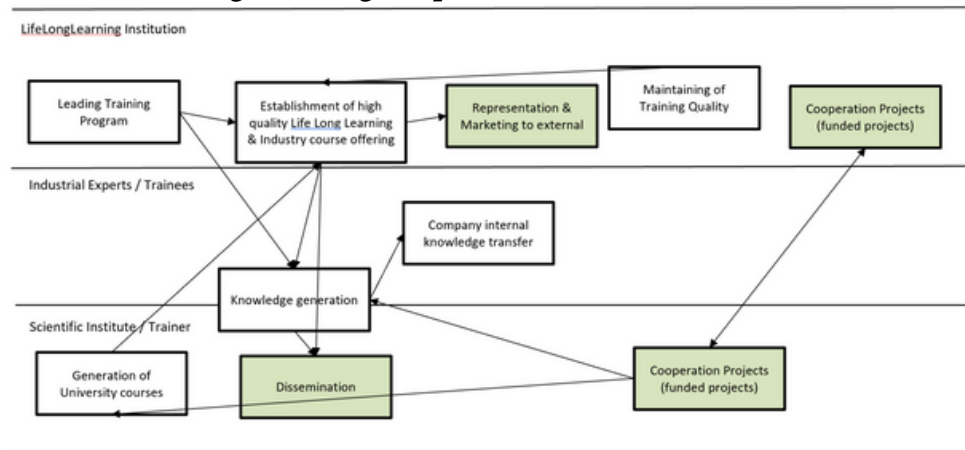
While **SOQRATES is a cooperation model**, there is currently **no concrete cooperation model with ASA**, but the participants have created a possible **model of cooperation with ASA**.

Partners identified the following **goals of collaborating with ASA**:

- knowledge generation,
- course development and
- definition of state-of-the-art.

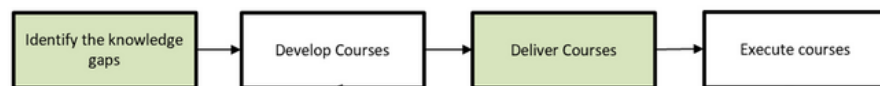
\*Note that some participants come from background of teaching or training and from leading automotive industry.

### TU Graz Life Long Learning Cooperation Model

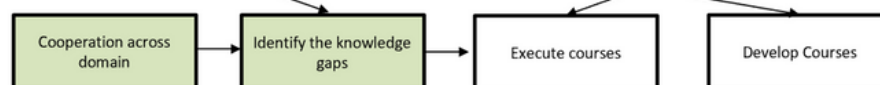


### SOQRATES model of dissemination of state of the art, key skills, courses to bridge knowledge gaps and enhance cooperation in the supply chain

Role 1 (University or EuroSPI Academy)



Role 2 (Industry - SOQRATES)



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## FACTSHEET

### NATIONAL WORKSHOP - AUSTRIA, 23 June 2023

## Results highlights (cont'd)

### Collaboration Needs - Evolution on short/medium/long term

#### SHORT TERM

- As micro skills are getting more relevant even short courses with certificates will be of relevance.

#### MEDIUM TERM

- More courses for required skills will evolve and there will be more demand for them.
- (no customization option will seem less interesting to participants).

#### LONG TERM

- Workers will be skilled individually based on many small required skills rather than a pool of skills.
- A university curriculum can be fully customized to meet the needs of the industry

### Expected benefits of the Collaboration

1. Knowledge generation
2. Course Development
3. Definition of state-of-the-art

### Outcomes Expected from the Collaboration

- Newly defined skillsets agreed among partners (cross-domain)
- Newly defined certificates agreed among partners (cross-domain)
- Newly defined courses agreed among partners (cross-domain)
- Jointly disseminated state-of-the-art
- Supporting LLL education



## Conclusions

Based on the 20 years' experience on SOQRATES project, Partners have developed in the workshop the headlines of a cooperation model with ASA. The elements that the model is based on are: 1. SOQRATES Working Groups are jointly developing and disseminating training materials with ASA working groups and also defining new certificates with ASA and EuroSPI. 2. TU Graz connecting the Life Long Learning Program with the ASA training offer. TU Graz is jointly defining new funding projects with ASA for course development. 3. The experience of Partner in a collaboration model can ensure the success of the collaboration model with ASA.

## About the event

- Hybrid event (onsite and online)



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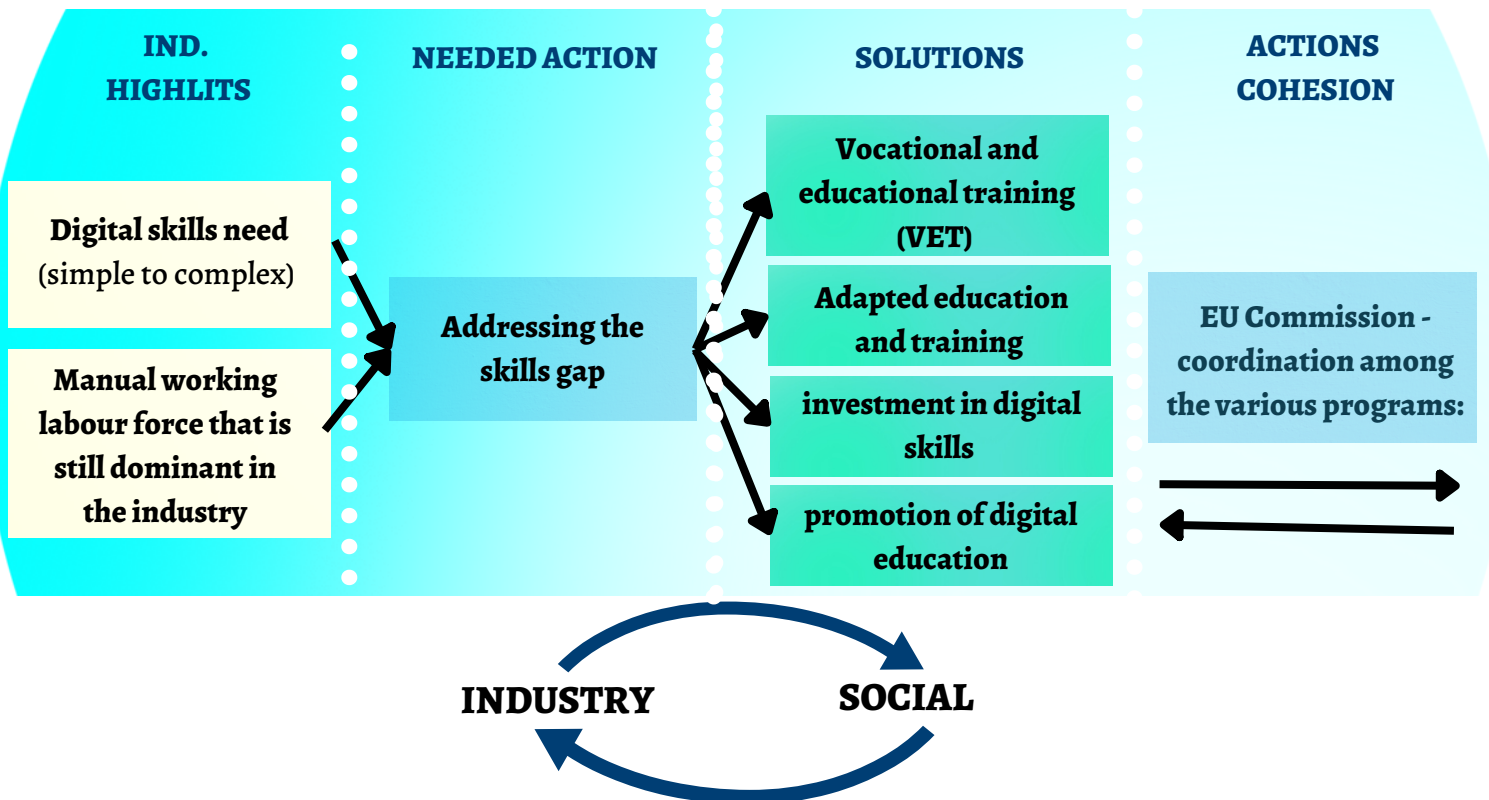
## FACTSHEET

### SOCIAL PARTNERS WORKSHOP

#### Brussels, March - June 2023

## Results highlights

### Industry highlights impacting the social environment



### Suggested collaboration format

- 1. Reinforce regional cooperation**, in particular in the EU automotive regions, for effective implementation of the transformation strategies on the ground
- 3. Innovative and competitive foundation industries** (e.g. steel and basic metals, chemicals, glass) are essential for the European automotive industry.

- 2. Cross-sectoral collaboration in skills development** (both in mobility but also beyond – chemicals, energy sector, etc.). and exchange information and best practices.
- 4. Enabling conditions for skills and education**
  - Deep analysis**
  - Blueprint projects** - identify the gaps (e.g. digital skills gaps) and provide quick solutions EU-wide

## About the event

Onsite meetings: Brussels, 9 March 2023; 7 June 2023  
Online meetings: 19 and 26 April 2023



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