

# Newsletter

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*The introduction of new and innovative technologies has a strong impact on the functioning of the economy, and consequently on the workforce employed in companies that are constantly changing and growing. Successful progress requires modern and well-qualified human force that will be prepared for ever-changing needs of jobs and lifelong learning.*

**Talentjourney** is international partnership for designing fundamentals of personalised education and working environment to deliver vocational excellence standards in IOT manufacturing.

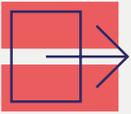
The Talentjourney project is implemented through the Erasmus + program, a Coalition of Sectoral Skills for the development of sectoral approaches through transnational "Platforms for Professional Excellence".

Talentjourney's vision is to "Design a collaborating and engaging ecosystem where everyone can grow into a satisfied person and

***“Talentjourney is international partnership for designing fundamentals of personalised education and working environment to deliver vocational excellence standards in IOT manufacturing.”***

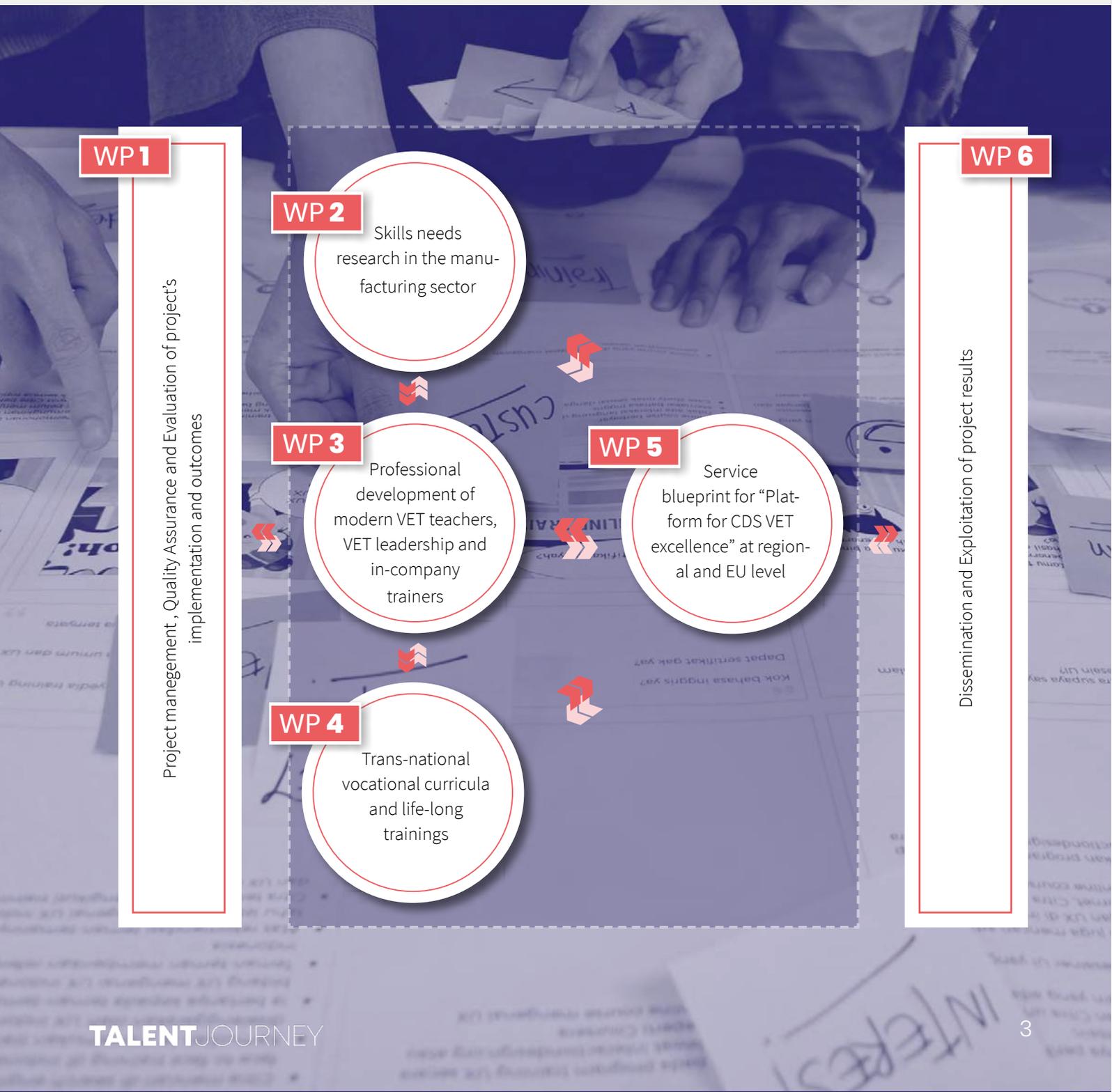
successful professional”. The CDS field deals with the ability to connect services and devices to central controlling applications or a remote operator and is important to run a cost-effective business operation, is transferable to other sectors and in many cases connected to artificial intelligence. The Platform will build on excellence by providing top skills in CDS field and innovative approaches that will foster developing talents.

Talentjourney will represent a network of inter-connected regional and EU stakeholder ecosystems with emphasis on sharing, networking, working in teams and providing information. The centre of Talentjourney will be the learner supported by tutors and other stakeholders to help him/her discover and develop the talents. Talentjourney will provide manufacturing sector with an international talent pool of future employees and CDS fluid experts to foster innovation and capacity building to master the future of the manufacturing sector in Nova Gorica (Slovenia), Satakunta (Finland), Udine (Italy) and Tallinn (Estonia) regions.



## Talentjourney will act with:

- strong emphasis on digital, international, user-centred, personalised and flexible in content and relationship for the user, easy to use
- using digital tools to allow flexibility in learning (I as a student/teacher/employee can choose subjects/modules and projects that I'm interested in and the ones that are going to help me grow professionally)
- receiving tutorship from tutor in any countries using digital tools.
- transforming knowledge stocks into knowledge flows.





## PARK Frans Joziasse GmbH: Conducting and consolidating interviews with stakeholders

### *First* **Talentjourney partner meeting**

 November 2019  
 PARK Frans Joziasse  
GmbH, Hamburg,  
Germany

In November 2019 PARK Frans Joziasse GmbH organised and hosted the first Talentjourney partner meeting in Hamburg, Germany. PARK facilitated the three days planned for the event, in which some of the partners prepared work sessions and lectures to kick-off the collaboration. As the lead partner for WP5, PARK prepared a workshop to introduce Service Design to partners, creating awareness of its relevance for Talentjourney and for education; bringing more clarity to the scope of work for WP5; and familiarizing them with some of the techniques and tools that will be further developed for the project, such as user journey and service blueprint.

PARK has also collaborated with WP2 by interviewing 3 different organizations, Adria Mobil, Grundfos and EPOS; using the questionnaire EIFI-tech prepared as a reference. Unfortunately, it was during this time that Europa faced the outbreak of Coronavirus, forcing most organizations to adjust their activities to home office and virtual collaboration/meetings.

The second partner meeting – planned to happen in Pori, Finland – didn't take place, but in agreement with Adrijana Hodak, Talentjourney project leader, PARK took the lead and used the days scheduled as an opportunity to kick-off the activities for WP5. Interviews with partners were organized in order to gather key insights for mapping the regional and EU ecosystems regarding CDS VET Excellence. The overall goal was to have a clear overview of stakeholders involved, the relationship and interconnection between them, and the different characteristics and processes that happen within these ecosystems.

*The objectives of the interview were as following:*

- Map the profile of key stakeholders (represented by our partners) to further understand their perspective in the context of IoT in Smart Manu-

*Stakeholders  
interviews,  
mapping profiles  
of stakeholders,  
gathering  
key insights  
identifying further  
stakeholders,  
drafting  
stakeholder maps*

- facturing (e.g.: strengths, challenges, opportunities) and build personas (WP5 deliverable)
- Understand stakeholders current and potential role within their regions and within EU
  - Understand current and potential relationships and interconnections between different stakeholders (on a regional and EU level)
  - Have an overview of levels of interaction between stakeholders (primary, secondary) to further map the ecosystems (on a regional and EU level)
  - Gather key insights about the processes that happen within these different ecosystems
  - Gather key insights about regional differences regarding the IoT in Smart Manufacturing sector, as well as regional differences regarding stakeholders and their interactions
  - Identify key stakeholders to further interview (e.g.: learners, tutors, companies, fab labs, associations, etc.)

PARK is at the current stage of consolidating the interviews, identifying gaps and new stakeholders to further interview. Through ongoing collaboration and co-creation with partners, the main insights will be used to draft stakeholder maps and personas. This is a fundamental step to drive WP5 activities further, and to envision strategies for the future of the Talentjourney project.

## MAHLE Electric Drives Slovenija d.o.o.: Interviews with experts for IoT

*First  
Talentjourney  
conference*

 *Hamburg, Germany*

*First steps,  
creating vision  
for Talentjourney,  
interviews with  
experts and  
insights into IOT*

1st Talentjourney conference was held in Hamburg. We made the first steps, creating vision for Talentjourney and exploring the path we have ahead, and translate both to concrete actions we have ahead.

The main activity after the conference were the interviews with experts for IoT to gather skills and competencies needed, which was done in February/ March 2020. We held interviews with many colleagues from different departments within the company – manufacturing, operational excellence, maintenance, CDS programmers, production IT... It was fascinating to see how many forms of IoT are there and to get better insight to different points of view and perspectives, see the similarities and differences between them and understand better how IoT in action really looks like. In terms of demands IoT means for the skills and competencies, the basic knowledge of mechanics, electronics and IT plays very important role, as it's crucial to have very good understanding of components and functioning to



Automation in MAHLE

understand and implement the upgrade IoT offers. Besides technical expert knowledge and skills IoT also requires meta skills.

## ISIS Malignani: Tradition and innovation in VET providing to meet Talentjourney's challenges

**Meeting partners, collecting data on skills needs, interviews with stakeholders, research and study of materials, promoting meta-skills and green skills, networking and internationalization**

We participated in the kick-off meeting in Hamburg last November and were happy on that occasion to get to know face to face the other members of a partnership whose varied composition, both in terms of national representation and of fields of operation, is a value in itself towards developing the theme of the project – a platform for CDS VET excellence. This was further confirmed in the bilateral meetings and online conferences we took part in between January and April 2020.

Substantial work has been done to present date on our part in the frame of WP 2. In particular, we have collected data on skills needs by interviewing three major Industry 4.0 companies and the local branches of the associations of employers in the manufacturing sector. We have also collected insights from the University of Udine, which currently has an innovative course on IoT, big data and the web. The results of the monitoring have stimulated positive discussion both internally and with the other partners.



Flags hanging over Malignani's main hall

In addition to a self-conducted analysis of our role and outlook as regards skills shortages and gaps, as a stakeholder we have also been interviewed within the scope of WP5 for the creation of a service blueprint.

Research and study of materials has accompanied all the phases of our presence in the project so far, and will certainly be a continuous component of our commitment.

Obviously taking into account any limitations deriving from the Covid-19 pandemic, next activities will follow Talentjourney's development plan and confirm their harmonious intersection with some of Malignani's objectives, which range from pedagogical innovation to promoting meta-skills and green skills as well as favouring inclusion and in particular female access to STEM careers, not to mention networking and internationalization.

## ECIPA Scarl: **Data collection as a fundamenta step towards the creation of Talentjourney platform**

One of the first activities carried out by TalentJourney partnership is in fact the collection of data on the skills that companies would need in the future.

*Collection of data on future in-demand skills, skills shortages and gaps in CDS/IoT and Smart Manufacturing, aging workforce and gender imbalance, sustainability of data collection, local Ecosystem, enhanced knowledge exchange, ONE-STOP-SHOP for IoT applications, stimulating innovation process – S3HubsinCE*

This was done by interacting with relevant stakeholders in the territory; this allowed to gain first hand insights on topics related to skills shortages and gaps and skills needs connected to CDS/IoT in Smart Manufacturing, in a context often characterized by aging workforce and gender imbalance, but also by the implications of new era society on working people and the increasing importance of meta skills and green skills.

This data collection is one of the first, fundamental steps towards the creation of a platform for VET excellence in the field of connectivity devices and services (CDS)/IoT in Smart Manufacturing, which stems from and contribute to an engaging ecosystem, where collaboration is essential to develop user-oriented, easy-to-use and ecological solutions. This is why, together with the rest of the partnership, ECIPA will work towards the sustainability of data collection, again through direct involvement of local stakeholders. These stakeholders are indeed part of a local ecosystem, which benefits from and contributes to the creation of synergies at EU level, driven by the Platform for CDS VET Excellence. Within TalentJourney partnership, ECIPA has a role in active inclusion in designing the Platform, with special attention to professional development for modern VET teachers and in-company experts.

This well combines with ECIPA's role as part of the Navigation Crew on IIoT, created within the Interreg Central Europe S3Hubsin CE project. The navigation crew is a strategic task force, made up of relevant stakeholders and experts, which aims at generating a transnationally integrated network of innovative actors in this thematic priority area, to strengthen regional innovation ecosystems through enhanced knowledge exchange and joint-planning of concrete, market-focused, bottom-up actions. The Crew aims at becoming a one-stop-shop for IIoT applications by making institutional players aware of the potential of the IIoT and to be in the long run an integrating partner who connects business, education, and policy-making actors in order to conduct the transfer of practice-oriented and interdisciplinary know-how with them.

Initiatives such as TalentJourney and S3HubsinCE bring a fundamental contribution in stimulating innovation processes, and encouraging the growth and strengthening the competitiveness of SMEs at local and international level.

## Tallinn Polytechnic School: **Organising work and contributing to the project**

*Contributing to Work packages, questionnaires feedback, distributing tasks, online meetings*

Project manager Ms Ege Meister has been working with international projects since 1996, both as a coordinating organization or the partner in strategic projects and mobility projects, sending students/staff to the mobilities and also hosting partner organizations during their mobilities.

By that month of May we had taken apart of several activities in the project. As a non-lead partner, we contribute to other partners goals in their work packages. So, we've carried out and provided feedback for the questionnaires in work package 2, participated in the general online meetings with other project partners and within our organization. We have established who's doing what within our organization and participated in the interviews for the work package 4.



## Elfi-Tech: Improving education for a better equipped labor market

**Shaping curriculum according to needs, skill needs in Europe, Europe 2020 Agenda, Development and implementation of new pedagogies, raising awareness, STEM based curriculum, skill needs research, sustainability/skills data collection methodology, ideation of the transnational CDS vocational curricula**

Raising European economic power is clearly connected to education and training. In many promising industrial sectors – especially manufacturing – there is an urgent need to raise and improve education and shape the curriculum offer to meet the demands of the labour market in the near future, so 4.0 technologies need to align to what the manufacturing sector requires. These demands apply to both recruitment in specific fields of manufacturing, and to the development of skills and competences related to the (future) needs of the employers in this sector. In the European region, dominated by a knowledge economy, there is an urgent need for innovative skilled and entrepreneurial young talent that have the correct mix of STEM. This is also articulated in the Europe 2020 Agenda, stating the target of at least 40% of the youngsters having a grade in higher education at that time. There is a need of long-term principles that underpin a shared ambition for growth through people.

Development and implementation of new pedagogies are areas we have expertise in. Participation in peer learning and mutual learning activities through thematic working groups is core to our business. In our extensive previous experience of projects, we have been working to create new learning opportunities through the development and practical application of entrepreneurial skills. We are also working on raising awareness campaigns promoting the benefits of learning at a local, regional, national and EU levels, especially in developing skills sets required using 4.0 technologies such as how IOT will influence the delivery of STEM based curriculum offers, utilizing innovative methodologies such as AI/AR that is employer-led. Elfi-Tech is the work package lead for the Talentjourney research on skills need research in the manufacturing sector focused on Connectivity Devices and Services/CDS (IOT in smart manufacturing) that provides user oriented, user friendly and eco-friendly solutions. Elfi-Tech has already completed the first background report on skills need research in the manufacturing sector focused on Connectivity Devices and Services/CDS (IOT in smart manufacturing), and is currently undergoing next steps to cover sustainability/skills data collection methodology as well as ideation of the transnational CDS vocational curricula (including key indicators that are crucial for the excellence of the joint curricula).

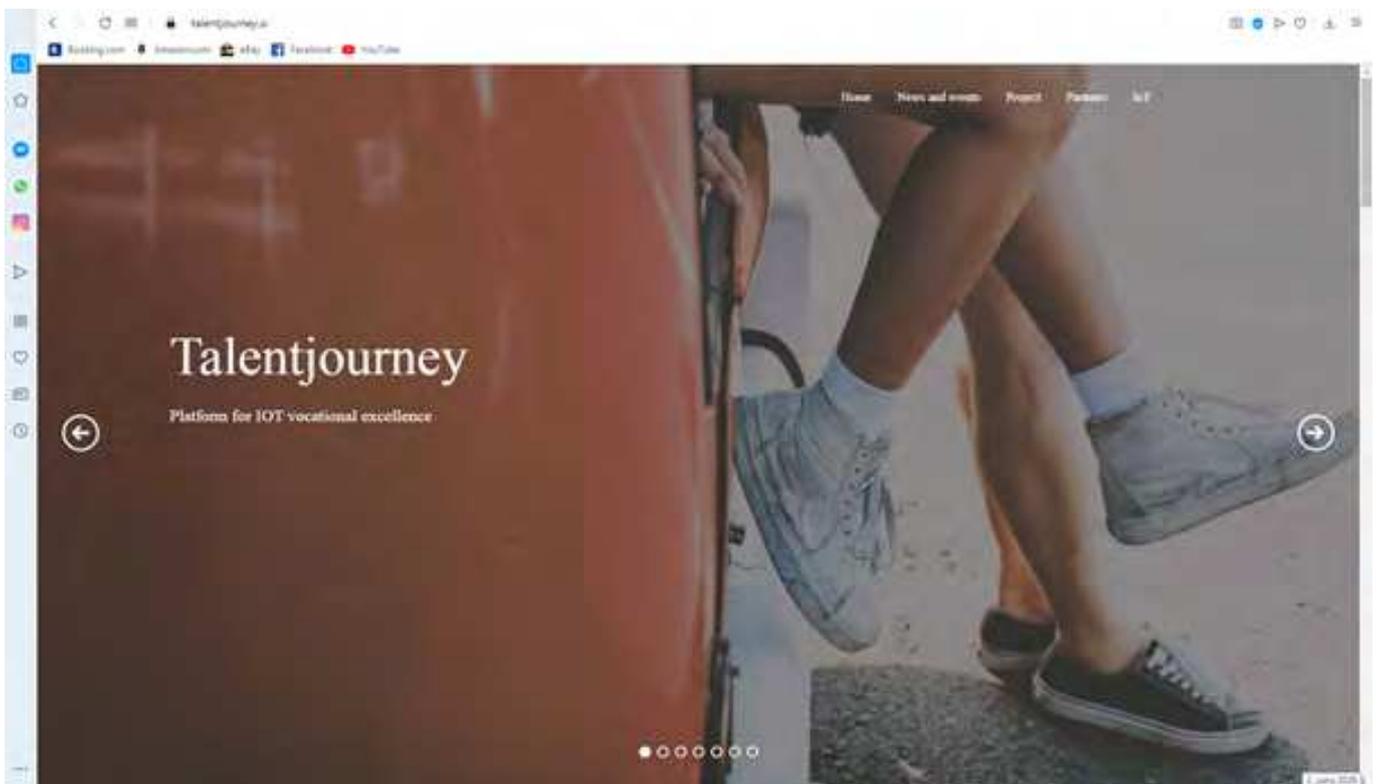
## School Center Velenje: Communication with stakeholders

**Dissemination and Exploitation Plan, Task list, Talentjourney webpage, communication timeline, coordinating Work package 6, Social media activities, pandemic obstacles and solutions**

School Center Velenje had so far partaken in the kick off meeting in Hamburg in November, but the current pandemic re-arranged some of our plans since most of the work migrated online. We developed a web page of the project Talentjourney and prepared Dissemination and Exploitation Plan and task list for the Work package 6 (communication activities). We adapted the timeline to the current circumstances (especially the timeline for the offline events like promotions, meetings and exploitation events). Project partners offered exhaustive and valuable input into all of these activities.

We also took part in social media activities and often posted messages and other content on our own social media accounts and on accounts of Talentjourney. We also plan to keep up with those activities in the future.

One of the main tasks was also coordination of Work package 6 tasks, for which we are coordinator (the newsletter being one of its results).



Talentjourney webpage

Besides the work on WP 6 we also took part and contributed to Work packages 1 and 2. We translated the questionnaire for partners into Slovenian and reached out to our partners in industry through meetings and interviews which should offer us a clearer picture of the situation that is the objective of our project Talentjourney.

Offline dissemination and exploitation will likely be difficult in the immediate future, so we plan to shift focus to the activities that can be mostly done online or in the accordance of the present local regulations.





*Every* **Thing**  
*Every* **One**  
*Every* **Day**  
*Every* **Where**  
**Connected**

*Do you want to get involved in the project? Send us an **email**.*

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