TALENTJOURNEY

Newsletter

ISSUE 6 | DECEMBER 2020

Inside the issue:

School Center Nova Gorica:

5 pilot CoVE meeting

Talentjourney project participated at the regular meeting with the other CoVE projects in the occasion to discuss some upcoming aspects related to the CoVEs initiative as well to give feedback on the European Week of Regions and Cities.

The meeting coordinated by the Directorate General for Employment, Social Affairs and Inclusion was held on Thursday, 26th November 2020.

The 5 Cove pilot project leaders gave a short overview of the current status of their project implementation - focusing on positive developments and on challenges they are facing. Following, the new 7 projects leaders provided a short overview of what are their major plans for the next few months.

With the support of the Erasmus+ Programme of the European Union

CoVE, JRC, European week of Regions and Cities

JRC presented the current thinking on the CoVE Support Services and the activities that could be developed.

School Center Velenje:

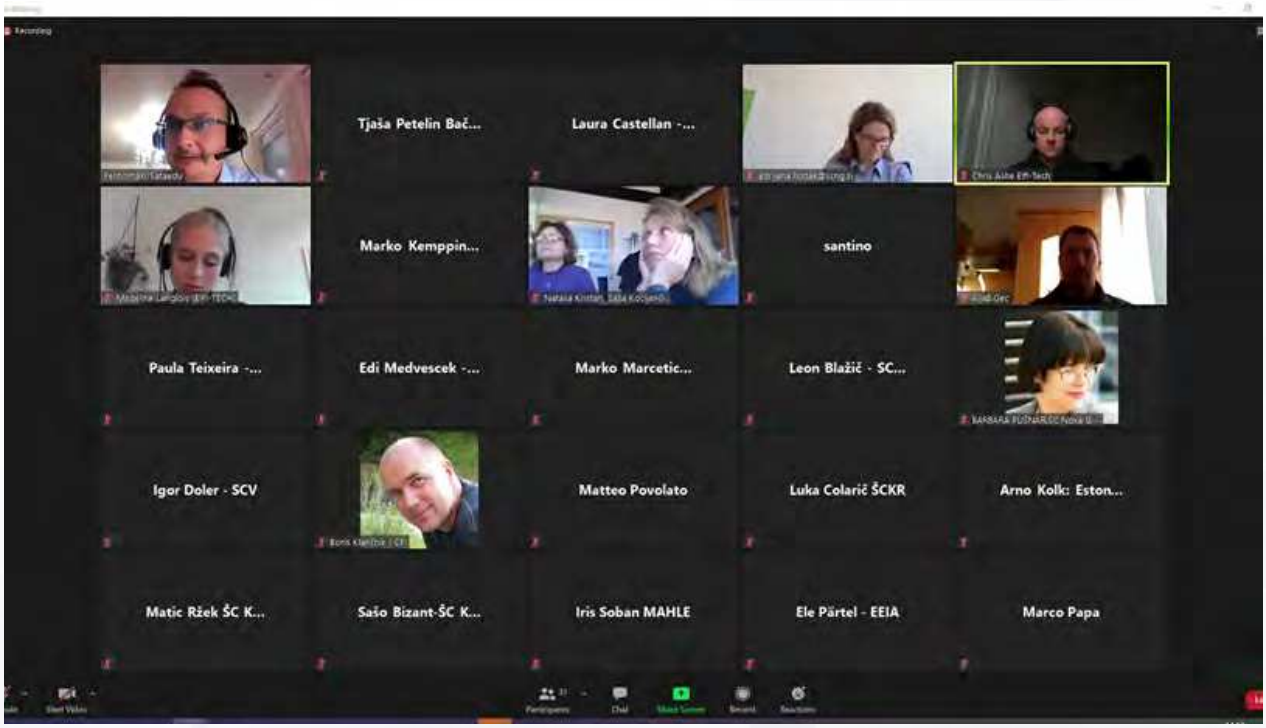
Third steering meeting: **International Meeting and Workshops of Talentjourney**

At the beginning of the year project's partners' plan was to meet in person in November, at the third international steering meeting in Italy. The COVID-19 pandemic and related measures taken throughout

Steering meeting, International meeting, Webinars, Workshops, Online meeting of Project Partners

the EU once again prevented that. To keep on top of the schedule, the meeting (combined with workshops) was transferred online. The online version of the meeting took place soon after the end of the European Vocational Skills Week – at the end of November 23rd up to December 2nd (counting adjacent webinars).

The steering meeting began on Monday afternoon, with greetings and information about the agenda from meeting organisers Ecipa SCARL and ISIS Maligani and Talentjourney's leading partner SC Nova Gorica. The afternoon continued with Presentation of reports 2.2 and 2.3 and concluded with WP 3's section about Softskills trainings and pedagogics (including workshop).

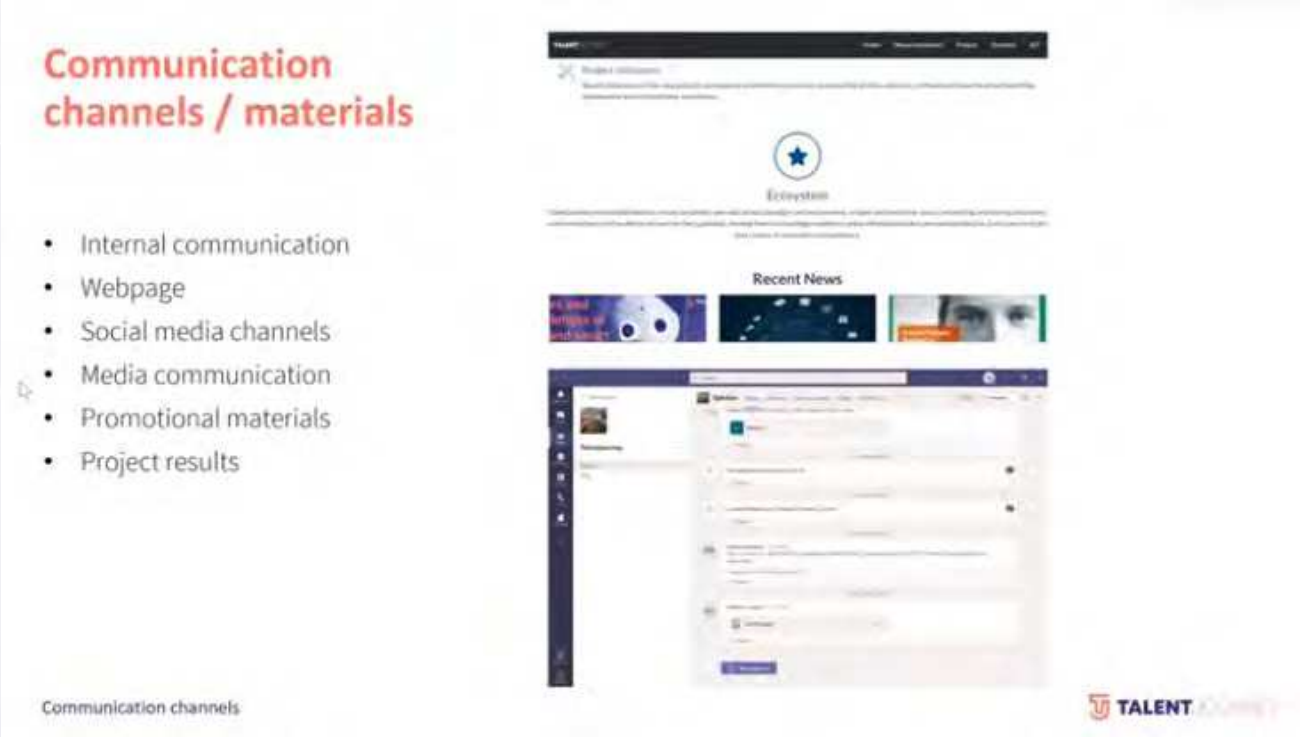


The international meeting continued on Tuesday with focus on joint curricula development: *'Workshop for module based trainings' and Workshop for Lifelong Learning Trainings'* (divided into 5 workgroups - AI/AR, CYBERSECURITY, ROBOTICS ENGINEERING, PRODUCTION PROCESS DEVELOPMENT and DATA SCIENCE). Project partners were divided into working groups according to their expertise CPI (Centre for professional education, Slovenia) took the role of the moderator and evaluator for all five groups.

Wednesday was dedicated to WP 5 led by PARK GMBH and during the day partners reviewed the work done on the work package and defined vision for Talentjourney and criteria for the Talentjourney platform.

We skipped Thursday and continued on Friday starting with WP 6, which deal with overview of communication tasks and smoothing out project partner communication activities and it was followed by conclusion led by leading partner SC Nova Gorica and general review of the work done so far on the project, and detailing future steps and activities planned.

The main part of the steering meeting was followed by two webinars (on Monday 30th 'Issues and challenges in IoT and smart manufacturing' by ISIS MALIGNANI and on Wednesday December 2nd 'IoT and IIoT: strategies and good practices in the Veneto Ecosystem' by ECIPA SCARLI).



PARK Guiding Design Leaders:

WP5 session in Talentjourney partners' meeting

Work Package 5, International Partner Meeting, Workshops, Steering meeting

A full day was dedicated for WP5 in the November 2020 Talentjourney partner meeting, organized by the Italian partners. Workshops and discussions were conducted with partners and learners in order to further advance activities in the workstream.

The WP5 day was divided in 4 different sessions. The first session comprised of a review of all WP5 deliverables prepared in the year (interviews consolidation/insights, personas, ecosystem maps), in order to get feedback, encourage discussion and increase alignment between partners and the different workstreams. The second session counted with participation of learners; groups were divided according to regions, and together with learners, partners discussed, reviewed and adapted the learner journey in VET education (a draft based on the interviews was prepared in advance for the workshop). This session was especially important to increase user-centricity within the project, and help to increase understanding of the learner experience.

In the afternoon the two remaining sessions were conducted. The first one was about defining a vision for the Talentjourney platform, to provide a direction for further envisioning it; while the last session inquired partner about the criteria needed for the platform – what are the actions that stakeholders need to undertake in it and what is the value it should deliver for them.

All of the work conducted in the WP5 session will be consolidated and further used as input for the development of a service blueprint for the Talentjourney platform. The participation of partners and learners were of high importance, as the activities in WP5 have it in its core collaboration, and learner-centricity. The session was also important to ensure that all partners were exposed to the work conducted in WP5 throughout the year, ensuring a clear and easy start to further develop it in 2021.

ISIS Malignani:

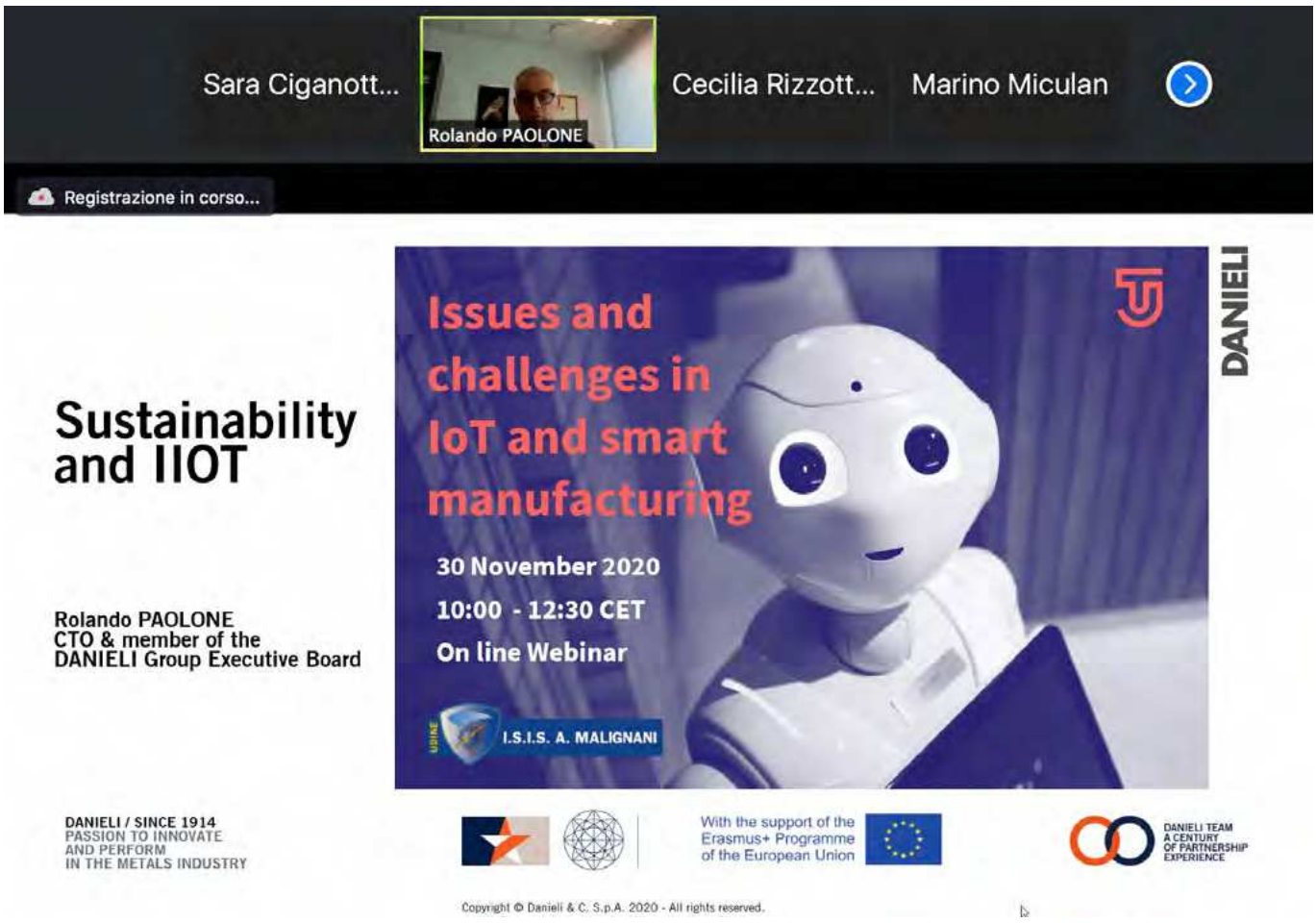
Issues and challenges in IoT and smart manufacturing

At the end of the 3rd Talentjourney partners' meeting, a webinar on the subject of IOT was held. About 290 people attended the event including students, teachers, companies and other organizations active in the sector. Here is the voice of some students of ISIS Malignani who attended the event.

On 30th November 2020 we attended the webinar project about Internet of Things and smart manufacturing. During the event, several IoT experts exposed their opinions, ideas and projects about the topic, like Marino Miculan and Agostino Dovier (who talked both about IoT and Cybersecurity), Rolando Paolone (Sustainability and IIOT) and Roberto Siagri (Digital Twins and new Business Models). This meeting was attended also by the ISIS "A. Malignani" principal Andrea Carletti and several Malignani teachers who introduced the event.

International webinar, IOT, Cybersecurity, Sustainability, IIOT, Digital Twins, New Business Models

First of all, the event generally treated IoT. Internet of Things is a system of interrelated computing devices, mechanical and digital machines, objects, animals or people that are provided with unique identifiers and the ability to transfer data over a network without requiring human-to-human or human-to-computer interaction.



The topics that impressed us the most were the evolution of Internet use, the wide range of scenarios that are covered by Internet of things and the sustainability issue.

The use of the Internet has changed a lot in recent decades, initially it was used only for connectivity (e-mail, web browsers, search) but over the years it has acquired more and more power and now it is used in many different fields: clothes, home, shopping, cars and at work. It's estimated that, in the future, more than 50 billion devices will be connected to the Internet.

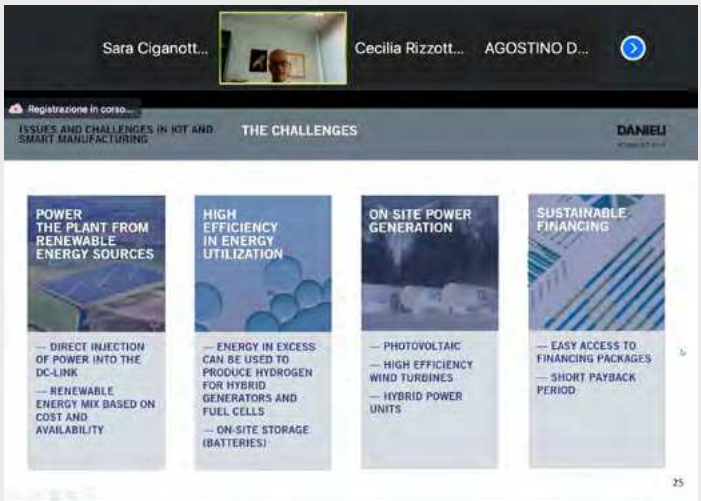
The main areas of application of IoT are Home, Enterprise and Government. The applications we found more interesting were smart home, smart cars and smart devices like smartwatches, that are mainly used for fitness. In recent times, the companies which deal with the production of computer devices, have adopted a sustainable production method with low environmental impact, that is very helpful for our planet. Companies also power their plants with renewable energy sources, there is a great efficiency in the use of energy and a sustainable financing system.

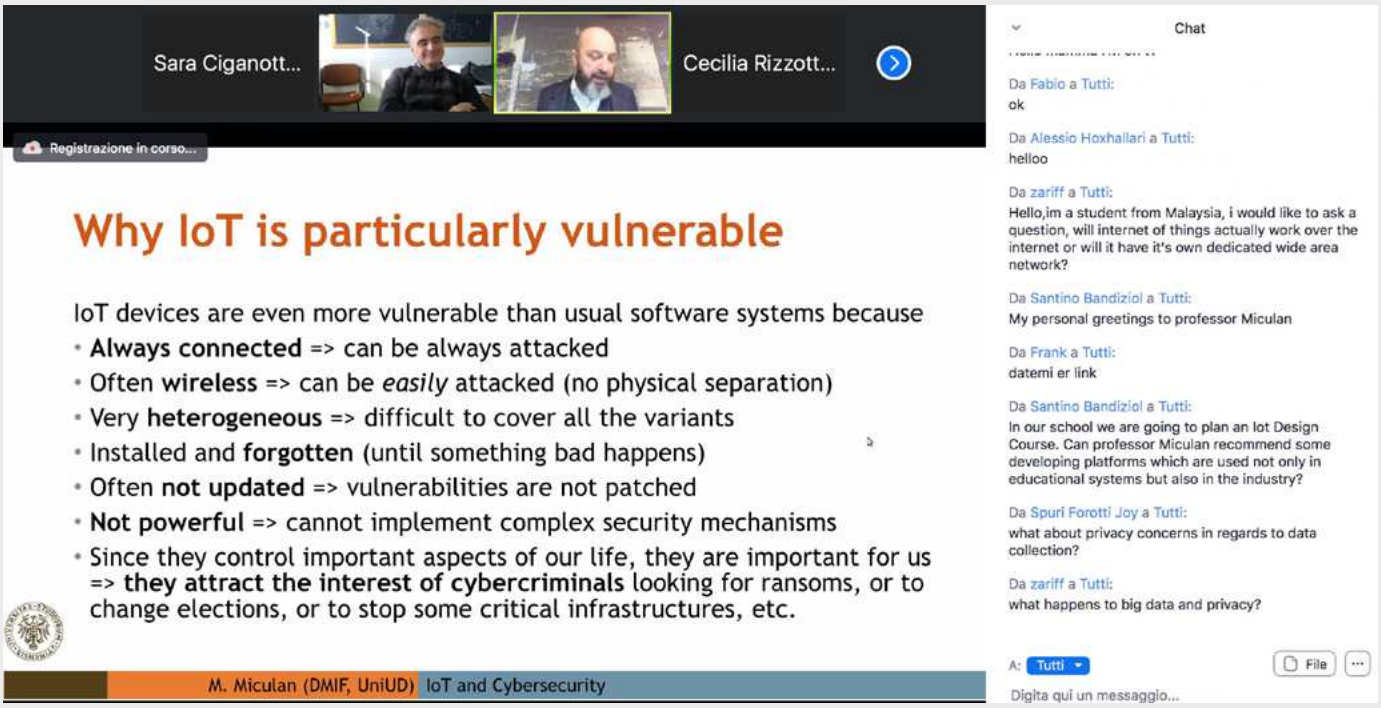
In conclusion, we noticed that society is developing year by year and in the future

more and more applications of Internet of things will be invented.

[Written by Cristian Coppo, Alessandro Marseu and Kristina Shinko (4 TEL C), starting from their personal notes and those elaborated and shared by the other students of class 4 TEL C of the ISIS Malignani of Udine]

The recording of the webinar will be available soon.





ECIPA Scarl:

IoT and IIoT: strategies and good practices in the Veneto Ecosystem

Webinar; IoT; IIoT; study cases; regional development; regional innovative networks; smart specialisation strategies

A webinar on IoT and IIoT strategies and good practices took place on December 2nd. It was organised by Ecipa Scarl at the end of the Third International Partners' Meeting. It represented an occasion for TalentJourney Partners and for other attendees to learn about IoT and IIoT strategies and good practices in the Veneto Ecosystem, and in particular how Regional Innovative Networks can foster innovation and share innovations in the field of IoT and Industrial IoT. The Network IMPROVENET was presented, as well as two of its interesting study cases: PreMANI and ADMIN 4D.

The webinar, which took place in collaboration with S3HubsinCE project (Interreg CE), had more than 150 attendees. It focused on innovation, and in particular on how regional innovative networks in Veneto are able to trigger transformation processes involving universities, companies, research centers and service providers (who become strategic partners). Professor Alessandro Beghi (UNIPD) talked about IMPROVEMENT regional innovative network, which is made up of a group of manufacturing companies, service providers with a high knowledge content and research subjects who intend to undertake a path of innovation by investing in information technologies (ICT - Information & Communication Technologies). IMPROVENET's mission is to spread ICT technologies in the Veneto regional industrial fabric, to allow companies to be more competitive, productive and responsive to market needs, enriching the processes and instrumental products with services, to ensure maximum production efficiency.

After this first part of the webinar, dedicated to Industrial IoT theory, during the second section of the webinar participants had the possibility to deep dive into two projects of the IMPROVENET network that have managed to develop innovation and make it tangible and useful for the market: PreMANI (represented by Gian Antonio Susto) and Admin4D (represented by Stefano Vitturi and Andrea Beretta). PreMANI Project has developed techniques that can address the issue of predicting the operating characteristics of machines and plants, combining the analysis of quality (of the product) with that of efficiency (of the plants), in a context that is described as Manufacturing Predictive. Admin4D in-

volves the development of an innovative production system that collects technical, chemical and material composition information from the different operating parts of 3D printers, from the raw materials used and the materials that make up the finished products, and processes them in real time through specially developed algorithms.

At the end of the webinar, Professor Alessandro Beghi expressed his point of view on what could be useful advice for learners who want to approach these issues. It should be borne in mind that technological growth is happening at an unprecedented pace; therefore, continuous learning is extremely important. Among the subjects most in step with the times we can certainly mention statistics, analytics and mathematics tools, but it is really of key importance to always keep eyes open and attentive to new technological trends.

Sataedu:

Webinar Report

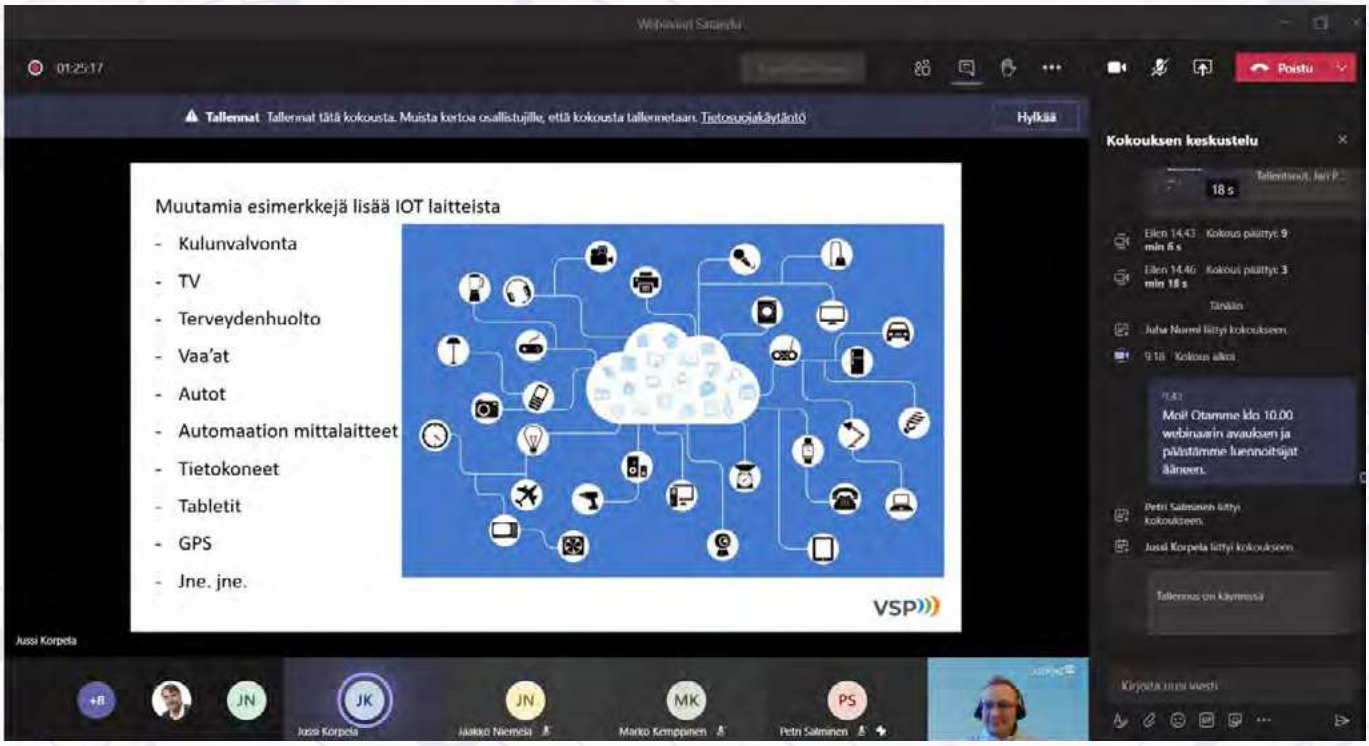
Webinar, Censors, Telecommunication networks, IIOT

Sataedu organized one hour webinar with two visiting lecturers. Our aim was to give for the learners the latest insight from the censor technic and from the telecommunications network.

Webinar was held using MS Teams and we had gathered VET learners from three cities to participate the webinar. We had 170 attendees and the webinar was recorded. Webinar will be subtitled and shared for training purposes.

Lecturers were Petri Salminen, Beckhoff Automation Oy and Jussi Korpela, Vakka-Suomen Puhelin Oy. T

Teachers, learners and the participants received the latest information and near future trends from the topics. Webinar was recorded and it will be used later on to give the insight for the new learners.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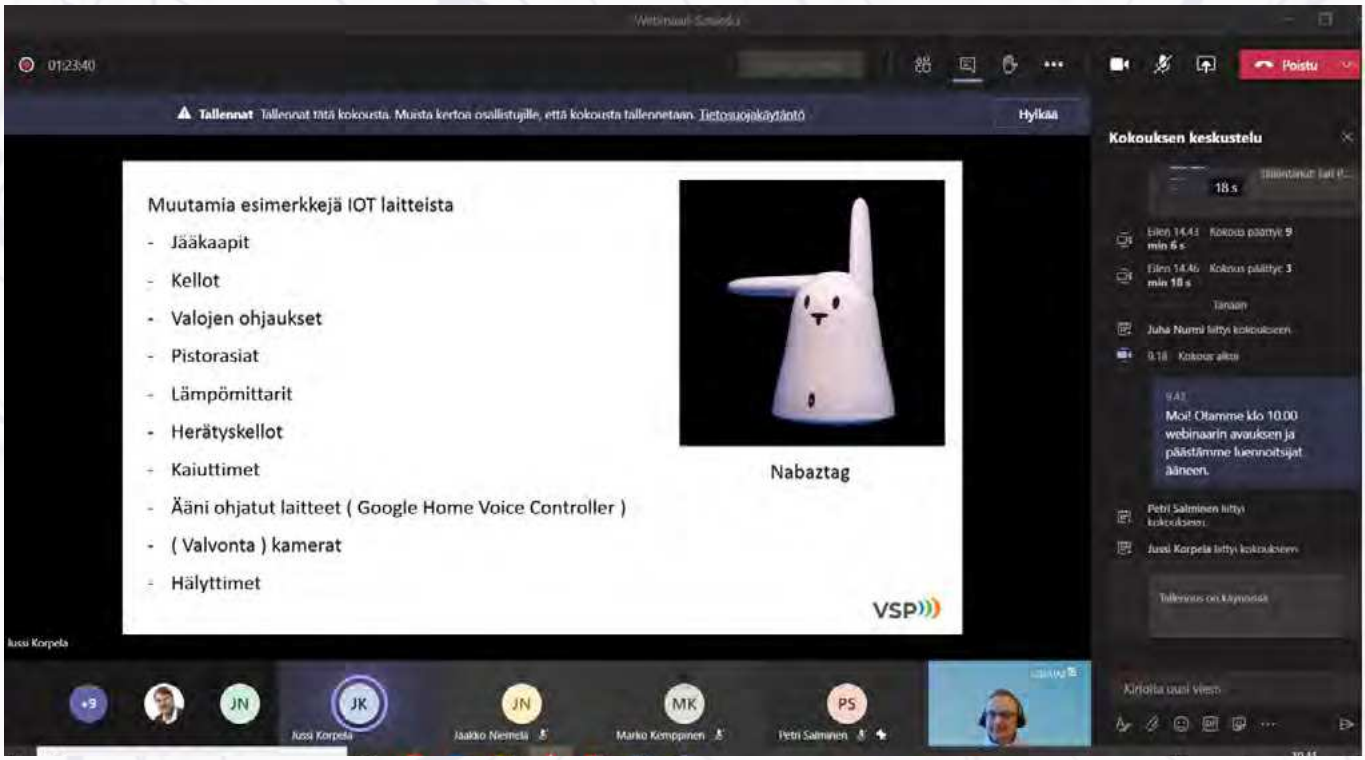
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- Herätyskellot
- Kaiuttimet
- Ääni ohjatut laitteet (Google Home Voice Controller)
- (Valvonta) kamerat
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Moi! Otamme klo 10.00 webinaarin avauksen ja päästämme luennoitsijat ääneen.
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Marko Kemppinen
Petri Salminen

SAMK:

Brainstorming together

Workshop, Padlet

Brainstorming with Padlet is a great way to get everyones voice to be heard. We at WP3 asked the stakeholders to share their opinions on what should be included in selected trainings.

We had our first online workshop where we wanted to find out the opinion of others on what should be included in our trainings. This was the last chance to have an impact to our trainings and we got a good amount of data to work with.

At the same time we had a part one of our Soft Skills Training. Purpose of it is to test consept and as a result it seemed that people enjoyed it. We have a great advantage in that we have Santeri Koivisto in our team to teach that topic.

We also announced that we also have another new team member along with Santeri.

Our team is now strengthened by Anja Poperznik, a Welfare specialist and a good addition to our team.

Currently it is going pretty smoothly. Next we start/keep working on WP3 trainings and soon we will see the reception. Exciting times!

School Center Kranj:

Preparation of modules Data Science and Production Process Development

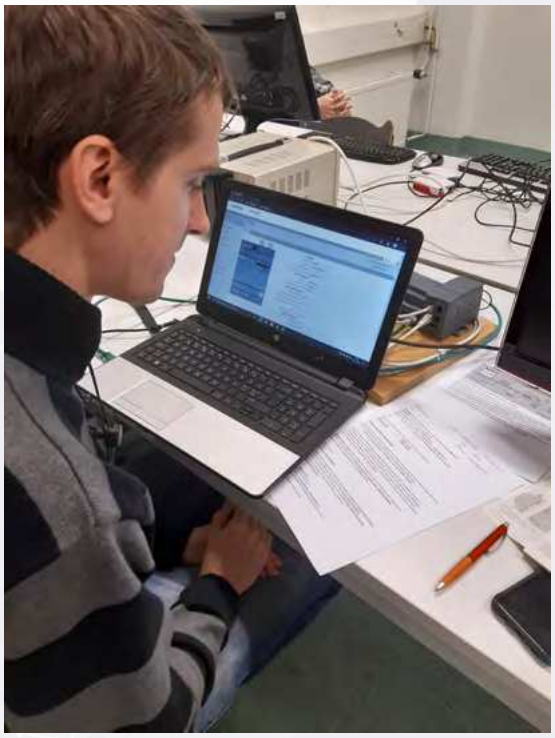
Chronological overview of the activities planned for development group and the extended group (teachers) of the Talentjourney project for preparation of the modules Production Process Development and Data Science.

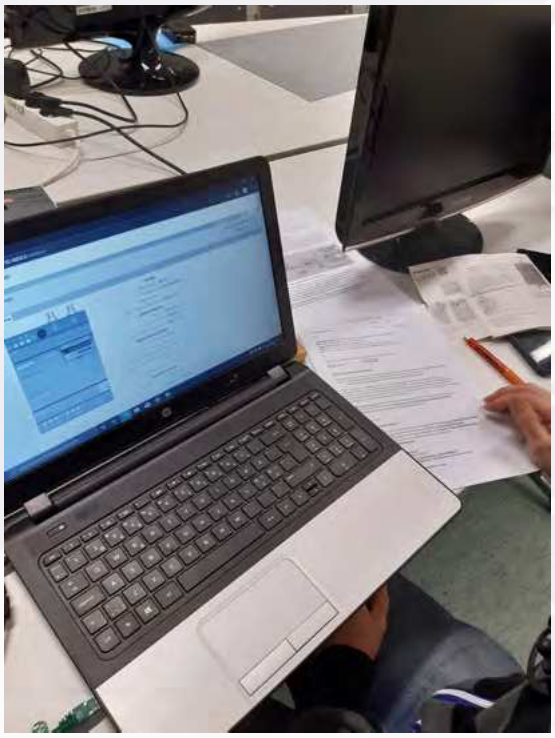
When developing modules, we wanted to go out of the school framework. Therefore, we decided to develop modules along two tracks. First we invited teachers of technical subjects to review what content is already included in existing curricula. They reviewed the modules and tried to draft both modules (Production Process Development and Data Science) based on them. They also got an idea of how to do this at a workshop for WP4 as part of an international meeting of partners organized by Italy. In parallel, we invited companies to prepare content for modules Production Process Development and Data Science. We received responses from three companies.

The last phase awaits us, namely the consolidation of all information and the final design of the modules.

Modules, Data Science, Production Process Development

We have already carried out most of the activities. We were pleased with the response from companies. The workshop organized as part of the international meeting MUNERA 3 in November 2020 was very helpful. We are now waiting for the final design of modules in cooperation with companies. The last meeting will be held via video conference on December 10th, 2020.





Sataedu:

Robotics Learning Task Testing

Adult VET learner testing Sataedu joint curricula Learning task for robotics module.

Estonian VET adult student Tauno Kubri is testing and giving feedback from Logo! learning task that has been made for the joint Curricula.

Learning task served its purpose, Arno told us that the exercise is helping him to understand the task. Mission accomplished!

School Center Nova Gorica:

Talentjourney and SMART work based learning

Talentjourney was presented in the occasion of the on-line closing conference of the Erasmus + KA2: Apprentice Track project entitled "Shaping the future of SMART Work-Based Learning" or "Smart Future".

Apprenticeships at the Professional Higher Education level provide students with opportunities to build up new skills and knowledge both on and off the job, while providing companies a reliable way to evaluate and shape potential future hires, while at the same time benefiting from new perspectives which can only be offered by students straight out of education. However, despite their clear advantages, **#apprenticeship** systems are extremely challenging to manage. Poor management can lead to students being unsatisfied and not taking apprenticeships seriously, apprenticeships providing no benefit to students or decreasing their motivation.

It is clear that robust and structured communication channels with both enterprises and students, defined management systems, and clear evaluation protocols are necessary to manage such a complex process. To address the existing challenge, the **ApprenticeTrack project** (Smart Electronic System for Tracking Apprenticeships) has developed **a digital management tool** which will improve the quality of the apprenticeships and will make everyone's life easier.

Work based learning, digital tools, Talentjourney

A prototype has the following components: management of identity, apprenticeship design, recording details of placements, assigning and

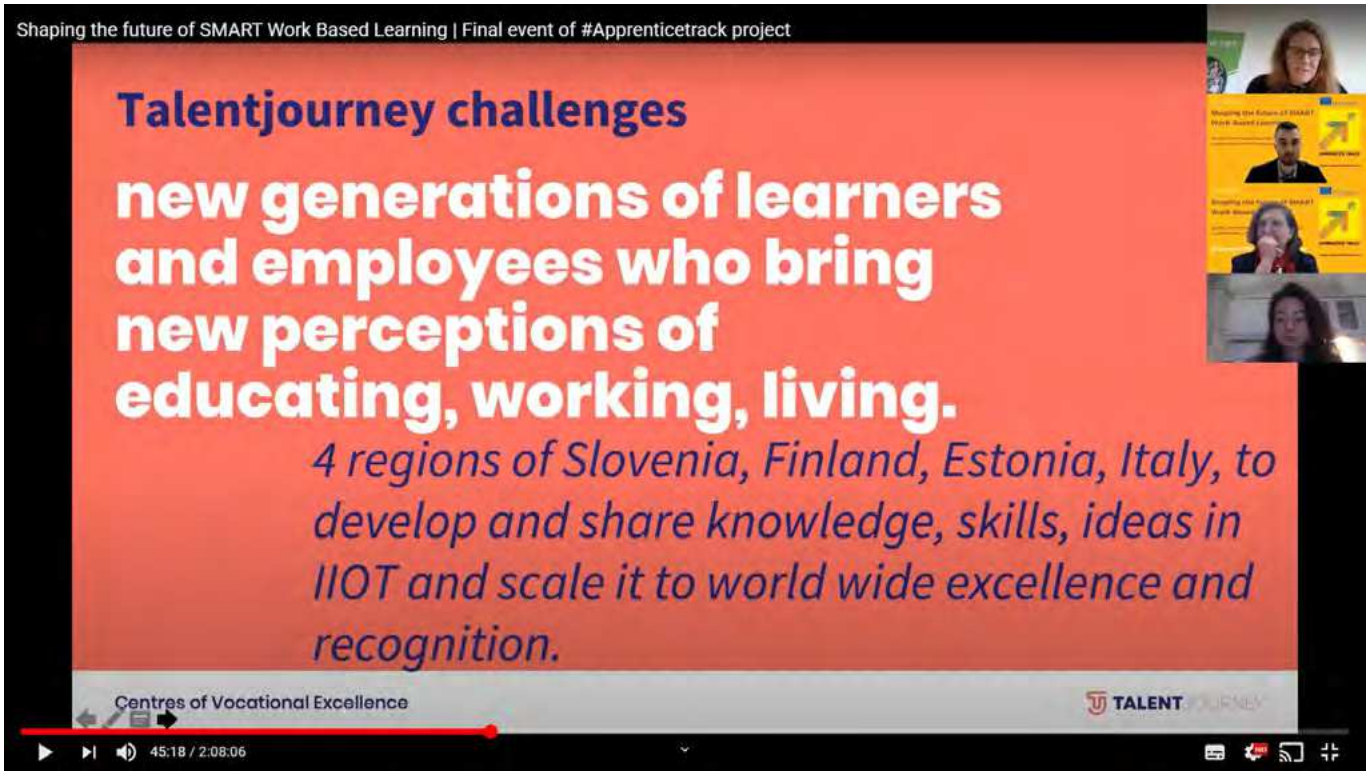
documenting learning activities during placement, feedback & evaluation, assessment and reporting, as well as database of final credentials. The web platform to support the monitoring and evaluation of apprenticeships will:

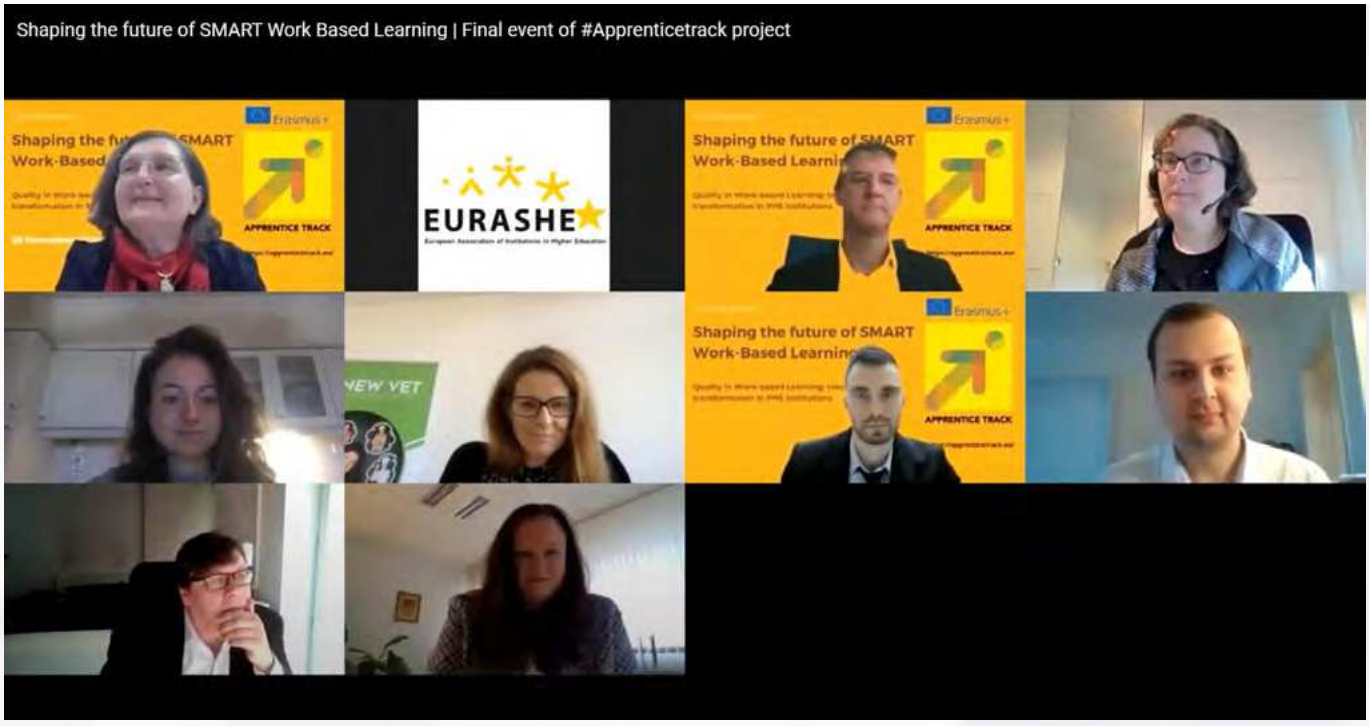
- Support digital transformation in PHE institutions (to be also environmentally friendly);
- Establish requirements for students to report progress;
- Assess the progress and implementation of practical training provided by employer and student;
- Create a tool for helping companies easier to understand learning competences under framework of business skills;
- Give students a better understanding of their positions and more opportunities for improvement;
- Promote the benefits (to companies, students, social benefits);
- Provide proof of learning outcomes and present learning outcomes at the core of apprenticeship experiences.

Its recording is already available and can be accessed from **here**.

Agenda

26th of November, 2020 (10:00-12:00 CET), Zoom	
10:00-10:05	*Introduction. Alicia Leonor Sauli Miklavčič, moderator, the Association of Slovene Higher Vocational Colleges (Association HVC)*
10:05-10:15	*Welcome words.* • *Egon Pipan, President, the Association of Slovene Higher Vocational Colleges (Association HVC)* • *Michal Karpisek, Secretary General, EURASHE* • *TBC, Ministry of Education, Science and Sport of Slovenia*
10:15-10:30	*Keynote speech Norbert Schöbel, European Commission*
10.30-10.40	*Talent Journey – Why Is the Synergy among Employers and Educational Institutions Essential, Adrijana Hodak, School Centre Nova Gorica*
10:40-11:10	*Presentation of Apprentice Track project results and Work based learning Charter*
11:10-11:50	*Expert talk: Do's and don'ts of launching successful apprenticeship programmes* • *Norbert Schöbel, European Commission* • *Irene Sheridan, Cork Institute of Technology, Ireland* • *Nina De Winter, European Students' Union* • *Adam Gajek, EUROCHAMBRES* *Moderated by Alicia-Leonor Sauli-Miklavčič, EURASHE/Association of Slovene Higher Vocational Colleges (Association HVC)*
11:50-11.55	*Wrap-up*
11.55-12.00	*European Alliance for Apprenticeships pledge signing ceremony, Apprenticetrack project partners and Norbert Schöbel, European Commission*


Shaping the future of SMART Work Based Learning | Final event of #Apprenticetrack project
Talentjourney challenges
new generations of learners and employees who bring new perceptions of educating, working, living.
4 regions of Slovenia, Finland, Estonia, Italy, to develop and share knowledge, skills, ideas in IIOT and scale it to world wide excellence and recognition.
Centres of Vocational Excellence
TALENT
45:18 / 2:08:06


Shaping the future of SMART Work Based Learning | Final event of #Apprenticetrack project
EURASHE
APPRENTICE TRACK

European Institute for Innovation – Technology (EIfI-Tech):

Talentjourney reports on sustainable data collection and ideation of the transnational joint curricula now finalised

Skills, IIOT, IOT, smart manufacturing, sustainable, data, methodology, transnational, curricula, VET

This autumn, the European Institute for Innovation – Technology (EIfI-Tech) conducted research into sustainable data collection as well as the role of ideation in the design and implementation of the transnational joint curricula and platform, including key indicators that are crucial for the excellence of the joint curricula. The result of the research, including an in-depth literature review/desk research in addition to tailored questionnaires targeting key target groups of the Talentjourney transnational joint curricula, was two comprehensive reports to serve as a springboard for the further development and implementation of the Talentjourney transnational curricula and digital platform.

The lead for the research on skills need research in the manufacturing sector, focused on Industry 4.0/IIOT in smart manufacturing, that provide user-oriented, user-friendly and eco-friendly solutions is the European Institute for Innovation–Technology (EIfI-Tech), based in Germany. The EIfI-Tech manages the delivery of project work programmes working in partnership with national/EU agencies, learning institutions, the private sector and people – the so called "Quadruple Helix". Through its broad networks, EIfI-Tech is currently used to build up regional connections to early stage business proposals in RIS3 sectors. The reports produced on Industry 4.0/IIOT in smart manufacturing provide the main basis for establishing and designing the Talentjourney Platform for Industry 4.0/

IIOT in smart manufacturing VET excellence, as in-depth research on the skills needed in the manufacturing sector with the special focus Industry 4.0/IIOT in smart manufacturing is needed.

The first of the two reports written by EIfI-Tech was on the sustainability of data collection in relation to the creation and implementation of the Talentjourney transnational joint curricula. This report explores how well Talentjourney partners are prepared for collecting, analysing and managing large data sets to augment the quality of the learner experience through evaluation, monitoring, target-setting and planning for improvement in the creation of the Talentjourney transnational joint curricula and used as a blueprint for the transformation of the vocational education and training system towards centres of vocational excellence (CoVEs). It examines and evaluates methods used in local/regional/national and EU contexts, in which Talentjourney can prepare to use data sets/data analytics to provide commonly agreed key performance indicators and approaches to improve quality and the learner experience.

Some key findings of the report include a developed methodology, which shall evaluate the ways in which participating partners are preparing to use data sets to enhance quality and the learner experience and deliver on commonly agreed Talentjourney outcome agreements. In regards to how, when, where and by whom will data be implemented (collecting and data analysing), the complete Talentjourney ecosystem shall provide data to inform of any environmental changes that impact on the programme: a Talentjourney data-sharing group shall be established to address data returns along with other regional data concerns, and some other data sharing agreements and partnership support arrangements shall be put in place.

To address what data will be provided, and who will be provided with data, EIfI-Tech's research found that the entire Talentjourney ecosystem shall provide data; it is intended to have an ideation session to determine the exact data do be used. Most Talentjourney partners are not yet clear about the data requirements of their centre in a regional context, although they fully understand their own organisation reporting requirements and arrangements – the data sharing group will prioritise the data set requirement. Research also uncovered what/who the main data source(s) used by Talentjourney are and at which level (regional, national, EU, global), including the European Centre for the Development of Vocational Training (Cedefop), ECVET – European credit system for vocational education and training, European Skills, Competences and Occupations (ESCO), Europass, ReferNet, Skills Panorama, and so on. Finally, the report addressed the responsibilities of the project's partnership in the process of methodology implementation: while most companies surveyed clearly value the development and implementation of a Talentjourney joint curriculum, through which open discussion and collaboration with VET to ensure relevance to industry needs, there still appears to be a disconnect between VET providers and companies involved in

Talentjourney. A recommendation to combat lack of engagement, as outlined in the report, is that sustainable support can be provided by the participation of mentors from companies in the process of teaching modules.

The main goal of the Talentjourney report 2.3 on ideation of a transnational joint curricula is to develop the idea and the concept of transnational Industry 4.0/IIOT (Industrial Internet of Things) in smart manufacturing vocational curricula/joint curricula that will be implemented in the countries of the project's partnership – Slovenia, Italy, Finland, Estonia. The joint curricula developed within the project partnership will ultimately be used as a catalyst to roll out the concept across the EU VET system. In addition, there are two sub-goals of the report: to identify which knowledge/skills/competences will be included in designing the transnational sector-wide vocational curricula so as to deliver the learners the excellence; and to identify which knowledge/skills/competences will be included in life-long trainings at the regional level, according to the regional labour market needs and at international level, the specialised trainings that are needed globally.

The result of the Talentjourney report 2.3 written by EIfI-Tech is a framework (idea/concept) for transnational Industry 4.0/IIOT (in smart manufacturing) vocational curricula/joint curricula consisting of the following parts:

- ideation of trans-national Industry 4.0/IIOT (in smart manufacturing) vocational curricula;
- indicators that are crucial for the excellence of joint curricula;
- reasons for entering into joint curricula collaboration;
- added value and wider relevance of the intended learning outcomes;
- inclusion in the involved partners' strategy and internationalization policy;
- assurance of involved partners' support (strategic and practical) and flexibility;
- national and institutional/employers' regulations of involved partners regarding implementation of joint curricula;
- involved partners' strategic commitment, mutual trust (through open communication and a shared understanding);
- considering (draft planning) budgeting for implementation;
- a clear definition of target learners;
- benefits for the main end users: learners, VET teachers/tutors, company trainers, employers, other stakeholders.

A main focus of both reports conducted by EIfI-Tech is that the Talentjourney transnational joint curricula should show learners, teachers and employers what has been learnt and what one can do as a result of that Talentjourney learning. Across the EU, there is a large variety of training and qualifications available, and quality educational and training programmes are grouped together into levels to demonstrate how they compare and what other qualifications they can lead to – hence, Talentjourney should level the joint curricula providing its learners with pathways to progression and employment, a clear path to positive outcomes.

We are slowly
closing the door on 2020
and entering **2021**.

Thank you
to all who took part
in our TalentJourney
and a warm welcome
to those who will join us
in the future.

Thank you
to those who shared their
wisdom and experience
and helped our Platform thrive.

Let's welcome
the approaching New Year
with optimism and hopes
for new opportunities
and new achievements!

Happy
New Year
2021

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

@talentjourney

#mytalentjourney

https://www.linkedin.com/groups/13792304/

TALENT JOURNEY