



FIT FOR 4.0

Training Teachers and Trainers
for the 4.0 Paradigm

NEWS & FEATURES

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Project Summary

BY PARTNERSHIP

Industry 4.0 digital revolution, smart manufacturing and services, global interconnection are the keywords to describe the current development in the world of work. Professional training can become the “first choice” to experience this transformation, but at present only a few training centres in Europe have the necessary equipment and, above all, teachers are not always fully aware of the dimensions of change or have the tools to face the 4.0 paradigm, which is not just “Industry 4.0” and technology. To make training sustainable, it is important to update times and tools and encourage collaboration between teachers, trainers, learners, training institutions, companies, social partners and local authorities.

The project focuses on this challenge: it aims at identifying competence and qualification requirement for VET teachers and trainers and at developing and piloting training modules for both. This should be done in close cooperation with companies.

Among the objectives:

- Increasing the quality of teachers and trainers;
- Increasing skills of teachers and trainers;
- Favouring co-operation between teaching/training and business





Fit for 4.0 project originates from digitalisation and Internet. E-learning training modules will be offered (e.g. in the MOOC environment) and are supposed to combine appropriate methods with targeted competences.

The search for appropriate free learning platforms and tools for the provision of the training modules will be part of the project: at the end the modules will be freely available and accessible for all, and the project is expected to develop an open environment where teachers and trainers, with no distinction whether they belong to partner organisations. They can add materials and suggestions, contribute to discussions, populate a wiki database.

The aim of the project is to combine new learning requirements with fitting methods and also to develop assessment methods that face the new challenges, e.g. interactive learning with OED, active pedagogical approaches with collaborative methods, by actively integrating learners and educators in the process.

The kick-off meeting of Fit 4.0 project: new technologies into VET educational system

BY VITTORIA VALENTINA DI GENNARO, EFVET

The Fit for 4.0 kick-off meeting took place in Reggio Emilia (Italy) on the 8th and the 9th of October 2019. This is an Erasmus+ funded project which gathers 10 Partner Organisations from Italy, Portugal, Sweden, Denmark, Austria, Belgium and the UK. The project will run until August 2022. The Fit 4.0 project intends to address the challenges the technological developments on the industry (both production and maintenance levels) are creating to VET educational systems by describing a set of competences useful to VET teachers and by developing and testing a set of training modules fit for "4.0", in strict cooperation with Industry.

Each one of the partners of the project has a wealth of experience in the specific sector they operate, and the specific consortium established in the framework of this project is very complementary as each partner brings unique expertise in its area of intervention.

Organised in 3 different phases the project has the following specific objectives:

- To describe a "minimum" of skills, namely didactical and transversal, needed by teachers/trainers, especially those involved in HVET, concerning the 4.0 transition;
- To develop a competence self-assessment tool, allowing VET teachers/trainers to measure their readiness for the 4.0 world

The partnership



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and digital transformation;

- To develop and test, in strong cooperation with enterprises, a resource pack for trainers, a training programme delivered as a MOOC (Massive Online Open Course), complete with examples of training material, methods for learning assessment, innovative tools for training and learning;
- To exploit that MOOC to train a

sample group of trainers, who will pilot their learning by codesigning training modules/programs in this new 4.0 concept, together with businesses;

- To make such products available to everyone, even beyond the partnership, through a knowledge base of OER freely accessible via the same online platform used by the sample group;

- To identify a set of policy recommendations/suggestions to local, national and European;
- To ensure concreteness, the project focusses on the mechanic, mechatronic and automotive sectors, where advanced digital competences are necessary, the digital revolution is already started, and meaningful company experience is in place.

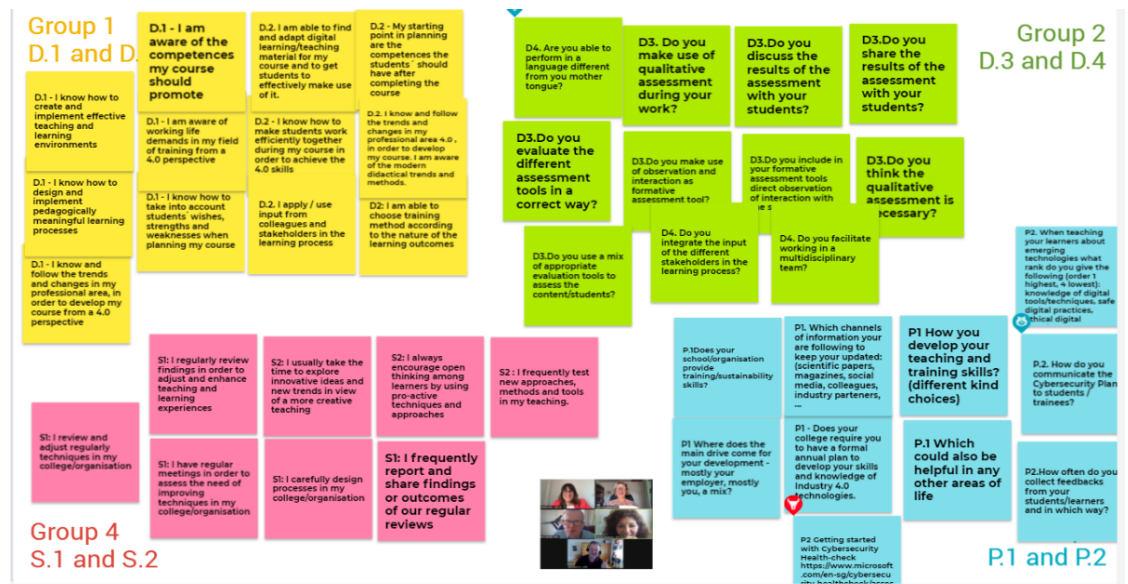
The second project meeting of FIT 4.0: state of play of the project and follow-up on the IOs

BY VITTORIA VALENTINA DI GENNARO, EfVET

Following the first kick off meeting of the FIT for 4.0 project which took place in Emilia Romagna on the 8th and the 9th of October 2019, the second project meeting was unfortunately held online from the 29th September to the 2nd of October 2020 due to the pandemic restrictions.

The partners decided to dedicate four mornings to all the Intellectual Outputs progresses, but the idea of the meeting was also to work together and strengthen the partnership of a quite new project started just before the pandemic.

The first day Luca Boetti from IFOA, Project Coordinator, welcomed the participants from all partners' organisations and introduced the state of play of the project, in particular



regarding the WPs, Intellectual Outputs, and timetable. Each of the days were then dedicated to the Intellectual Outputs, respectively:

- **On Tuesday 29 September: Intellectual Output 2 - Self-assessment tool for teachers and trainers**

Luca Boetti Introduced IO2 to the work groups, which were then split in the breakdown session in order to work on it. After completing the work session, a plenary session was opened in order for them to initiate the reporting phase. It was then discussed the user interface and physical implementation of the output, together with the next steps.

- **Wednesday 30 September: Intellectual Output 3 - Train-the-trainer programme**

The output 3 was described by APH and JAMK, the Training Units number and title were defined, together with the framework for description of Training Units. After that allocation of Training Units development to partners was discussed and the next steps envisaged.

- **Thursday 1 October: Intellectual Output 4 - MOOC and resource kit for teachers and trainers**

The first output 4 has been briefly presented and discussed by POLIMI-METID, and the target group was defined. The aim targeted to trainers, but also to anybody interested in those topics. The Learning Outcomes and steps for the MOOC development were discussed afterwards.

POLIMI will develop the MOOC, providing partners with directions for the development/update of training material and specific tools.

- **Friday 2 October: the last day was dedicated to:**

- A Report on internal quality management for project year 1 by IFOA;
- A Report on external evaluation for project year 1 by the external evaluator;
- The Financial state of play by IFOA;
- Dissemination report by EfVET.

We still do not know whether the next project meeting scheduled in Gothenburg for February 2021 will be a face-to-face or a distance meeting.



FIT for 4.0 is an Erasmus+ funded project n°. 2019-1-IT01-KA202-007766 which gathers 10 Partner Organisations from Austria, Belgium, Denmark, Italy, Portugal, Sweden, and the UK.

The project (2019-1-IT01-KA202-007766) run from 01/09/2019 till 31/08/2022.

The kick-off meeting took place in Reggio Emilia (Italy) on the 8th and the 9th of October 2019.

The 2nd project meeting was held online from the 29th of September to the 2nd of October 2020.

**Project website:
www.fitfor4-0.eu**

COVID-19 crisis makes for innovative training - Gothenburg Technical College makes MOOC on Introduction to Industrial Digitalization

BY ANNA CATO MOE, GOTHENBURG TECHNICAL COLLEGE

When thousands of employees in the production industry were forced to leave their workplace and stay at home due to the COVID-19 crisis, Gothenburg Technical College was contacted by the Chamber of Commerce and asked to contribute to a meaningful occupation for the isolated employees of the industry.

The answer from Gothenburg Technical College was a MOOC on Introduction to Industrial Digitalization, that was quickly put together in April 2020. In May and June several hundred employees at Volvo Cars, SKF, and GKN Aerospace took the MOOC in a pilot-project and from September on, the MOOC is open for all employees in the production industry.

“The COVID-19 pandemic has been extremely hard on everyone but has also brought about innovative training methods and new business models”, says Ewa Ekman, CEO at Gothenburg Technical College. “With our MOOC, we are happy to contribute to giving the production industry a head start once the pandemic is over.”