



Summary – Report on assessment skills and needs

Big steps have been taken by project partners towards the creation of **common curriculum for complementary educational skills** requested by the mechatronics and metallurgical sectors in the five participating countries.

Following the two years plan, MeMeVET Sector Skills Alliance – consisting of 15 project partners from Bulgaria, Germany, Italy, Slovakia and Spain – has carried out a **public consultation** involving 250 companies and “20 big players” operating in the field of metallurgy and mechatronics in order to identify (their) existing and emerging skills needs.

Thanks to everyone's efforts, data have been collected and served as the basis for a document that aims to disclose the training skills required by the industry: the recently delivered “**report on assessment skills and needs**”.

What did come up? Summarising the findings of the report, there is **shortage of qualified workers** in the labour market, both in mechatronics and in metallurgical sectors. Workers with high knowledge will be more and more a scarce resource in the near future: industry clearly perceives an urgency in hiring new skilled personnel alongside with a strong lack of professional capacities. In this sense, EU needs a strong industrial policy and specialised/updated vocational technical educational programmes ensuring its competitiveness.

But which are the most required skills by the labour market? The report has disclosed a series of **immediate needs in terms of technical-operative** skills required by the European companies operating in the mechatronic and metallurgical sectors such as in reading technical drawings, schemes, work instructions, characterizing the function and operation of electrical machines, appliances and devices, etc... To have

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Co-funded by the
Erasmus+ Programme
of the European Union



technical competences (for instance in developing mechatronics systems, software programming as well as in thermo-mechanics or hydromechanics) is important nowadays, but industry looks for people with the capacity to put that knowledge into **practice** (manual skills, in using industrial controllers such as PLCs - Programmable Logic Controllers, for instance). Furthermore **soft skills** – such as communicating in a proper manner, be capable to relate with other employees and team members or creatively solve a previously unsolved theoretical or practical problem - are important as never before at the workplace. Companies, especially the big ones, tend to hire persons with strong **communication and interpersonal skills** and behavioral competences, indeed.

Which are the most wanted curricula by industry, then?

Companies are looking for professional technical profiles (such as machine operators, fitters, machining experts, mechanical engineers, IT specialists, etc...). The most needed specialisations required are those in Manufacturing technology, in Mechatronics, Mechanical engineering and Automation Technology... all specialisations that need for **high transdisciplinary**.

MeMeVET project partners are now ready to contribute in a concrete way to tackle the lack of skills: VET providers will design and deliver **new training modules**, in the next months. Accordingly to the interviewed companies' recommendations they will be focused not only on technical and manual skills, but also on soft skills and trans-disciplinary competences.

A great step towards the alignment of vocational education and training systems with mechatronics and metallurgical industries needs and – ultimately – towards the delivery of a common curriculum for complementary educational skills requested by the labour market in the five participating countries.

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