

BEYOND 4.0

Understanding Future Skills

Michael Kohlgrüber

TU Dortmund University – Social Research Centre

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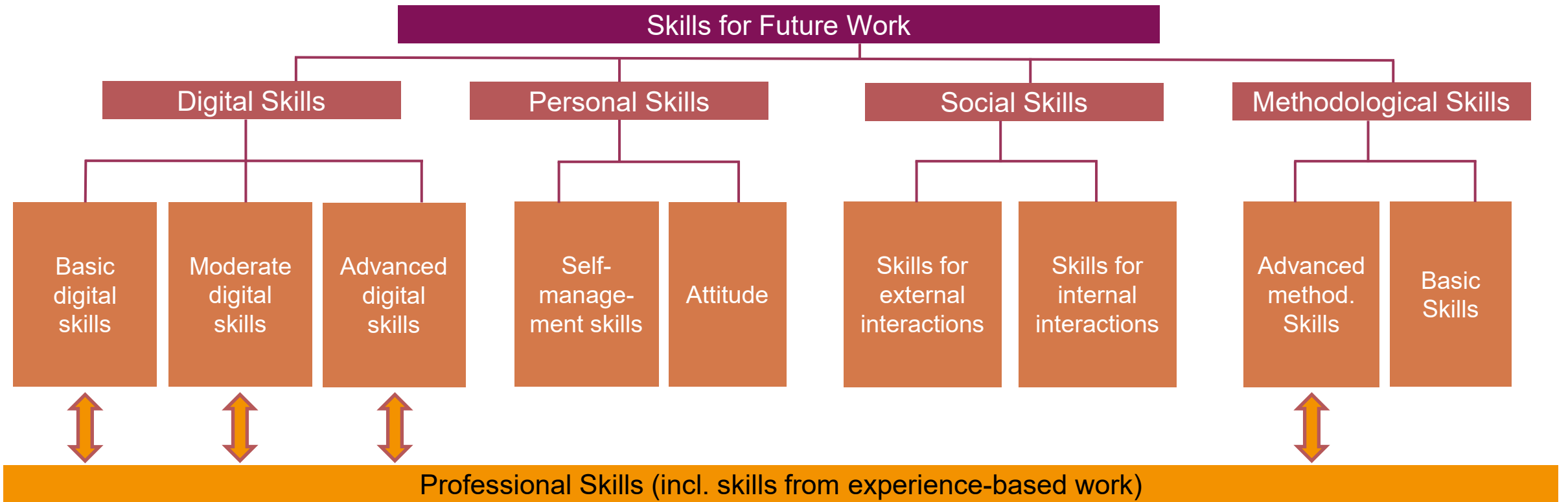
BEYOND4.0 - Inclusive Futures for Europe BEYOND the impacts of Industrie 4.0 and Digital Disruption

- **BEYOND 4.0 aims to help deliver an inclusive European future by**
- **Examining the impact of the new technologies on the future of jobs, business models and welfare.**
- **Funded by Horizon 2020 programme – Duration: 2019 - 2022**
- **9 European research partners coordinated by TNO (NL)**



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Understanding Future Skills for the Digital Transformation



3 Key Findings

- Expectable skill gaps: For instance, basic digital skills are needed in 90% of all jobs. These skills are possessed by only 58% of individuals in the EU. Share is slowly increasing.
- Responsiveness of national VET systems is very different – this has an impact on skill shortages for the digital future. Clear evidence of education 4.0 measures is lacking.
- Not only education and training providers have to be addressed but also the employers: remuneration, working times, opportunities for female and older workers affect difficulties to fill vacancies.

What can ESSA learn from BEYOND4.0?

- Combination of professional skills and digital skills is relevant on sectoral level.
- Employers have to train digital and transversal skills (if not provided by the VET systems). Not only focusing use of digital technologies but also including innovations in pedagogy such as project-based learning, work-based learning and learner-based education.
- Strong collaboration of relevant actors needed at a regional level.
- Providing job opportunities for female and older workers, migrants helps to mitigate skill shortages.

Thank you!



michael.kohlgrueber@tu-dortmund.de
<https://beyond4-0.eu>