



SoDiMa Surveys

Feedbacks & preliminary insights

Lubiana, 4th June 2019

Overview

SoDiMa Surveys

1

Main Objectives & Survey Sample

2

3

Innovative companies > semi-structured interviews addressed to **a panel of at least 15 Innovative firms** operating in the manufacturing sector across 3 European Countries, namely **Italy, Slovenia and Spain**.

4

5

Education & Training > semi-structured interviews addressed addressed to a panel of **Education & Training Institutions** across 3 European Countries, namely **Italy, Slovenia and Spain**.

Overview

SoDiMa Survey - Innovative companies

Main Sections

1

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The survey is structured as follows:

Section 1 – Innovation & technology: impacts on skills & work organisation

Section 2 – Industrial/Employee relations

Section 3 – European Social Dialogue: insights and comments

Section 4 – Company profile

Completion of the survey is simple and fast (it should take about **10 minutes**).

Survey Tool: Google Modules

Overview

SoDiMa Survey – Education & Training

Main Sections

The survey is structured as follows:

Section 1 – Innovation & technology: impacts on skills & work organisation

Section 2 – Sectoral social dialogue - Education: insights and comments

Section 3 – Institution profile

Completion of the survey is simple and fast (it should take about **10 minutes**).

Survey Tool: Google Modules

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Preliminary Insights – Innovative Companies



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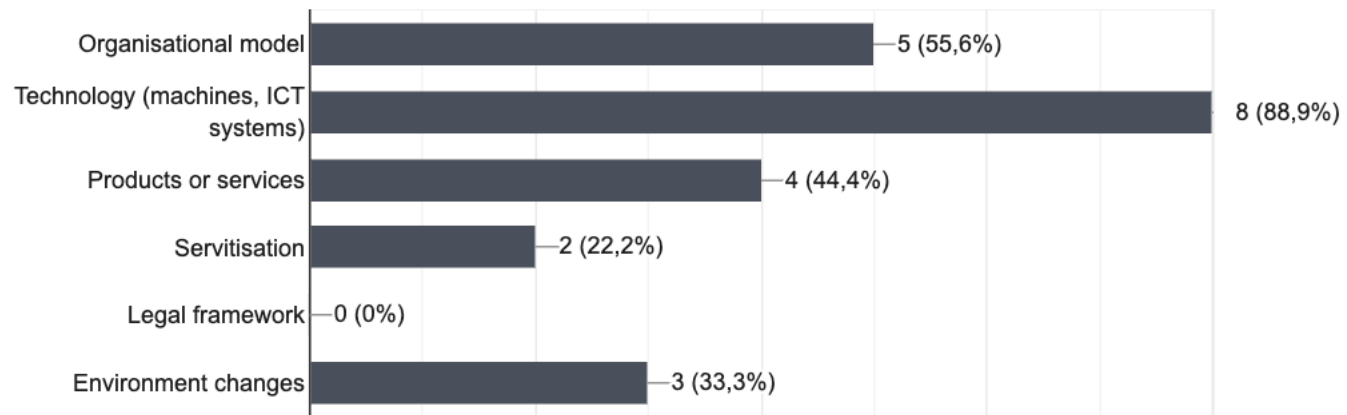
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In your opinion, during the past 5 years, which have been the main drivers of change in EU workplaces?



Preliminary Insights – Innovative Companies



Spain

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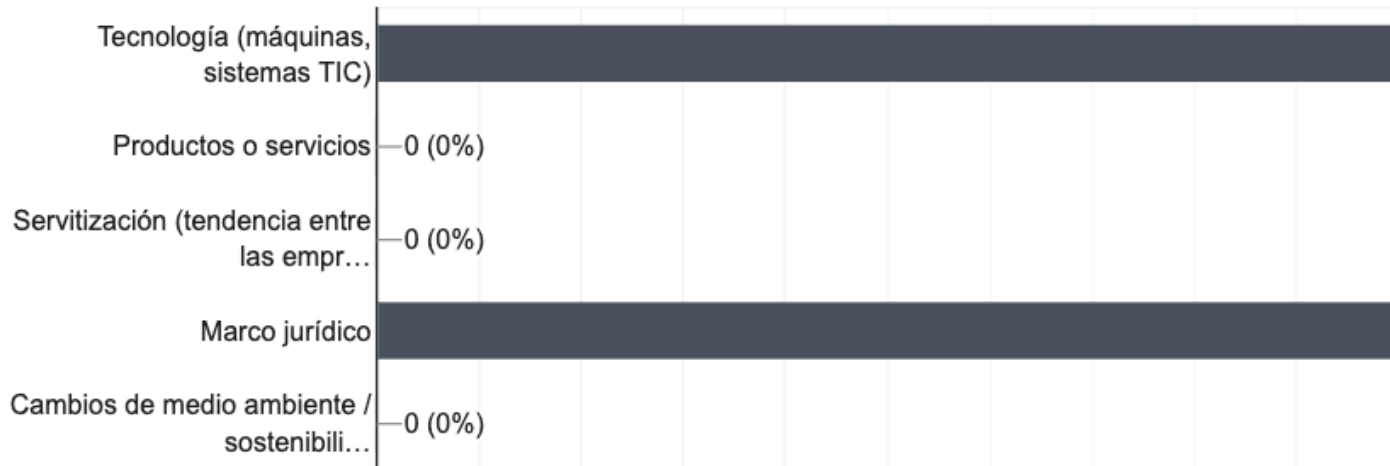
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In your opinion, during the past 5 years, which have been the main drivers of change in EU workplaces?



Preliminary Insights – Innovative Companies



Slovenia

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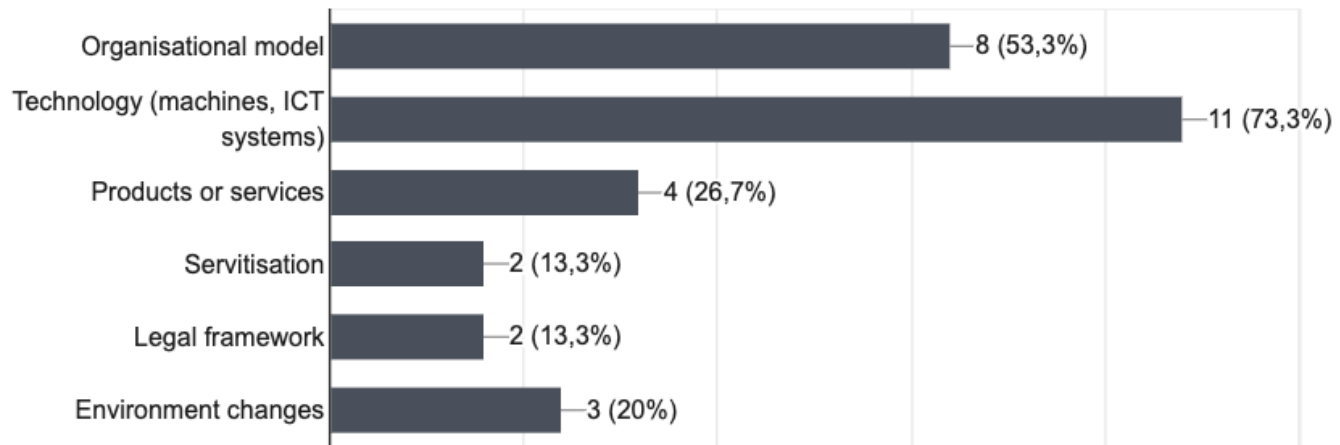
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In your opinion, during the past 5 years, which have been the main drivers of change in EU workplaces?





Italy

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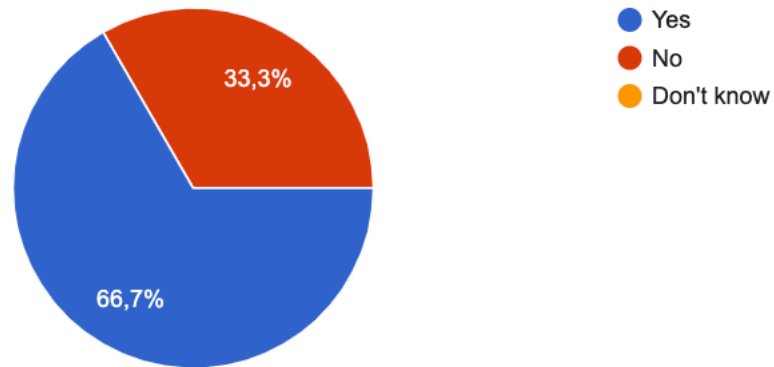
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During the past 5 years, has your Company made substantial investments to digitize the production process/its main activities?





Slovenia

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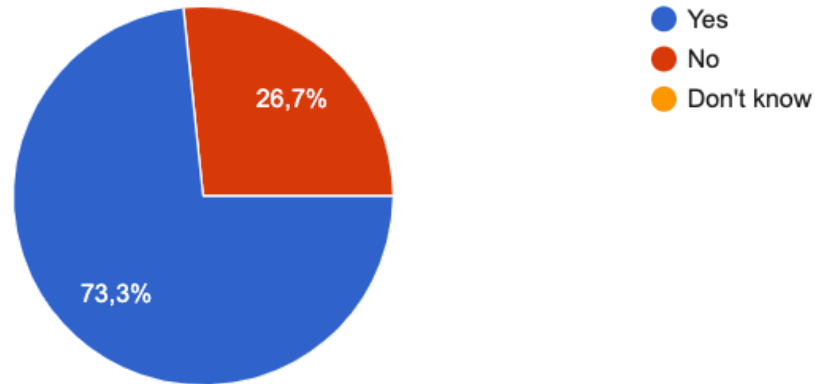
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Italy

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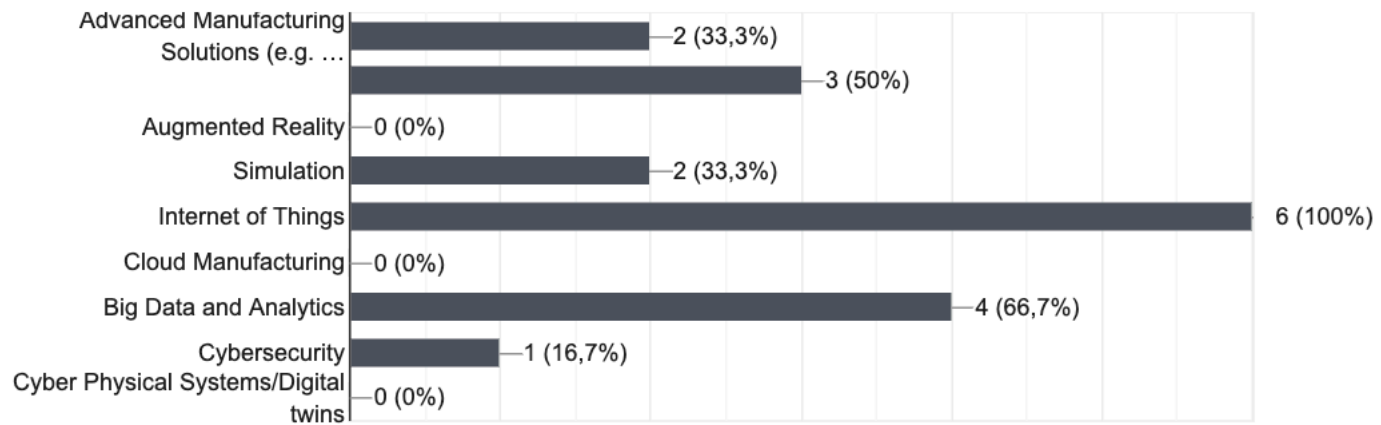
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What kind of digital technologies did your Company introduce?





Slovenia

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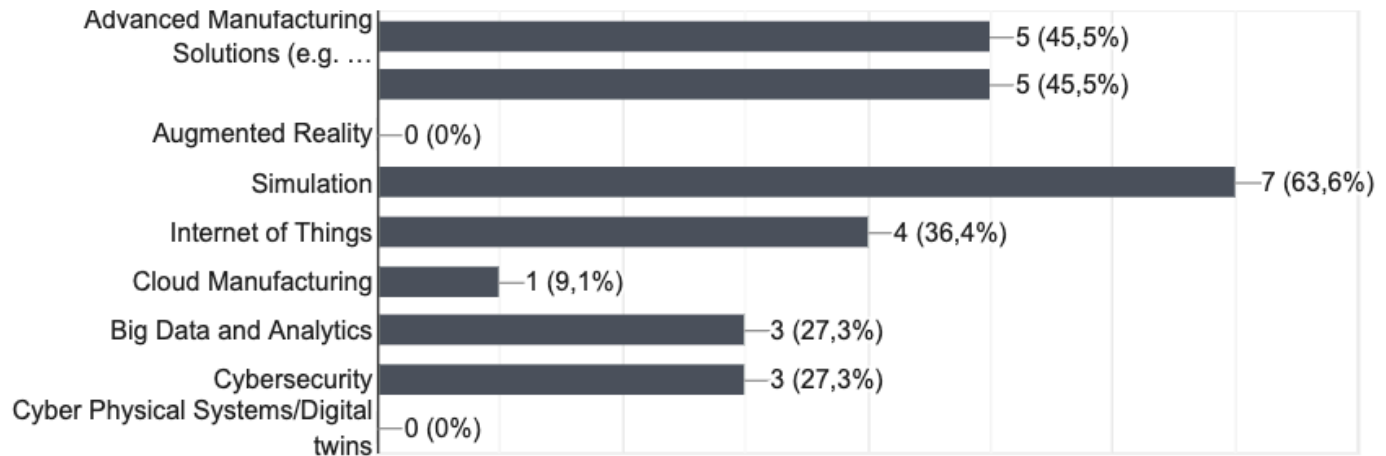
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What kind of digital technologies did your Company introduce?





Italy

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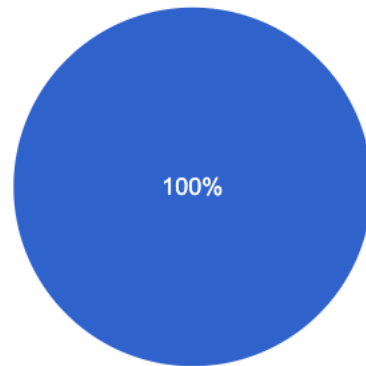
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Is your Company willing to invest in digital technologies in the future?



● Yes

● No

● Don't know



1

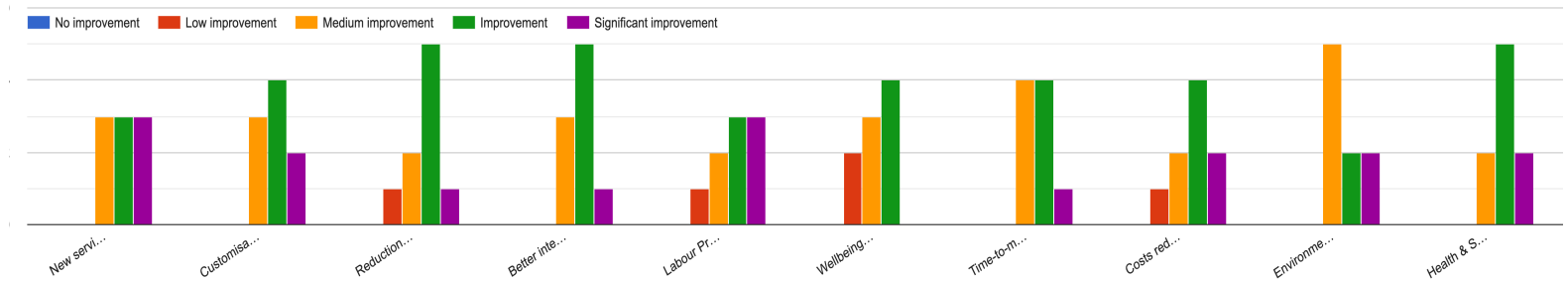
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Which main benefits did your Company get or expect in the future to gain from the use of digital technologies? Please, rate the following aspects

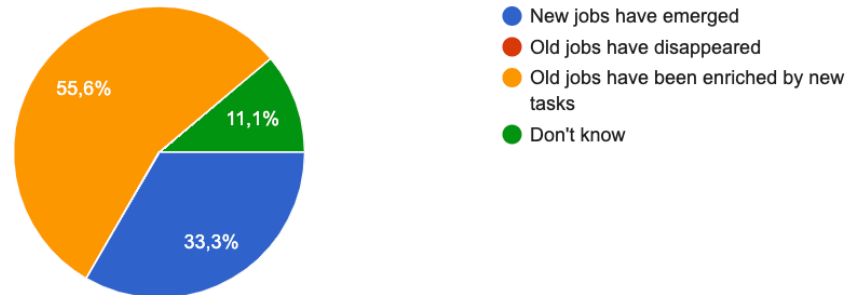




Italy

1

How have jobs changed in your Company with the introduction of digital technologies?



- New jobs have emerged
- Old jobs have disappeared
- Old jobs have been enriched by new tasks
- Don't know

3

Some examples provided:

Manufacturing digital manager, S&OP manager, others...

all the production team leader and team member had to be trained to learn how to use the MES and the new digital instruments.

HW and SW Technicians are moving to web tech frameworks, sdk etc..

E.G. AUTOMATION ENG. HAVE BEEN EMPLOYED

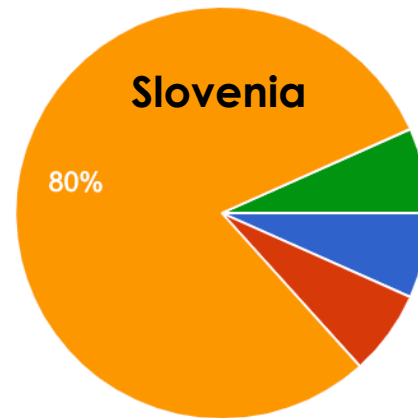
Predictive maintenance, logistics services better performance

Some old jobs have been modified to new needing more "digital" culture

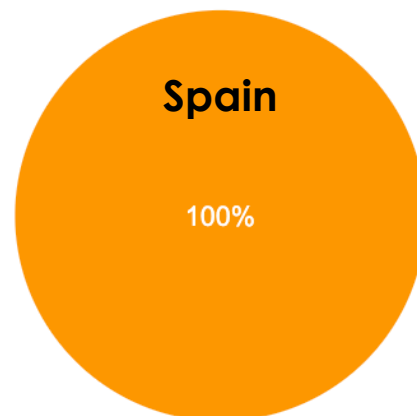
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5

How have jobs changed in your Company with the introduction of digital technologies?



- New jobs have emerged
- Old jobs have disappeared
- Old jobs have been enriched by new tasks
- Don't know



- Han surgido nuevos puestos
- Han desaparecido antiguos puestos
- Antiguos puestos se han enriquecido con nuevas tareas
- No sé

1

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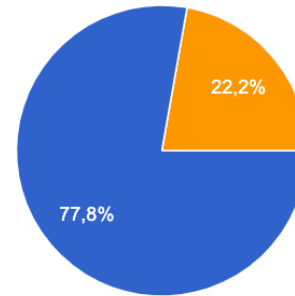
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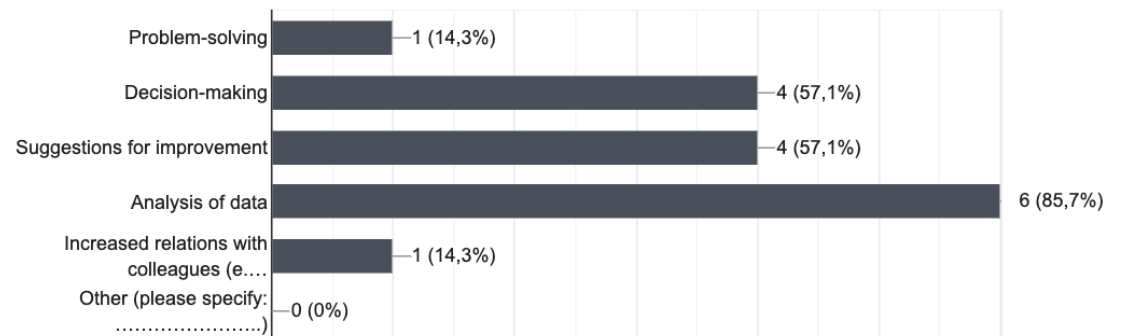
Italy

How has the content of work changed in your Company with the introduction of digital technologies?



- There has been an increase in the cognitive content of work
- There has been a decrease in the cognitive content of work
- Don't know

Please, describe it:



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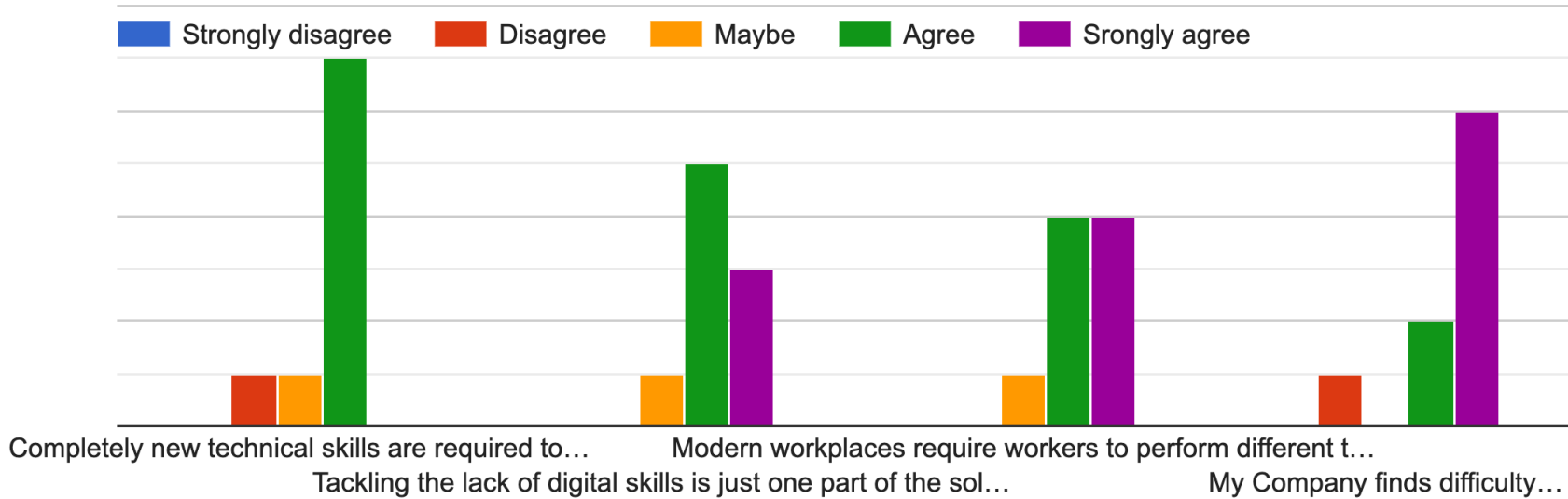
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As for your personal experience, please rate the following information



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5



Italy

1

If your Company finds difficulty in supplying vacancies with professional profiles/talents with the necessary skills, please, explain why (i.e. no schools curricula)

2

3

Specific industrial area, high market competition, lack of experienced professionals

4

no technical skills for our specific production processes

5

Limited number of graduated persons with skills in ultimate software frameworks (nodejs, mongoDB etc.) and BIgData and AI competencies

UNIVERSITY STUDENTS DO NOT HAVE PRACTICAL EXPERIENCE DURING THEIR STUDY

No school preparation connect with the company needs

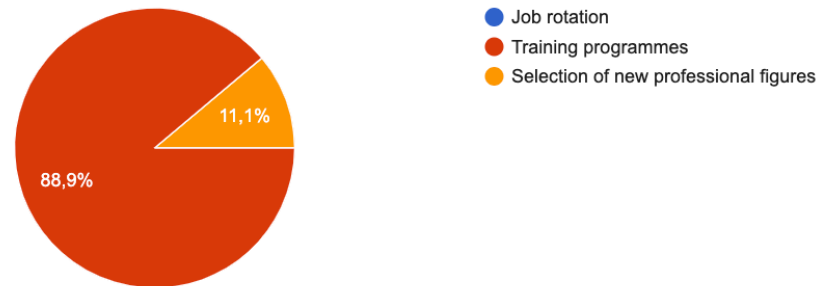
I disagree, I mean we do not find great difficulties in finding the necessary skills

no schools curricula: because the world go more quickly than the school. people have "know how" but lost "kow how to do"

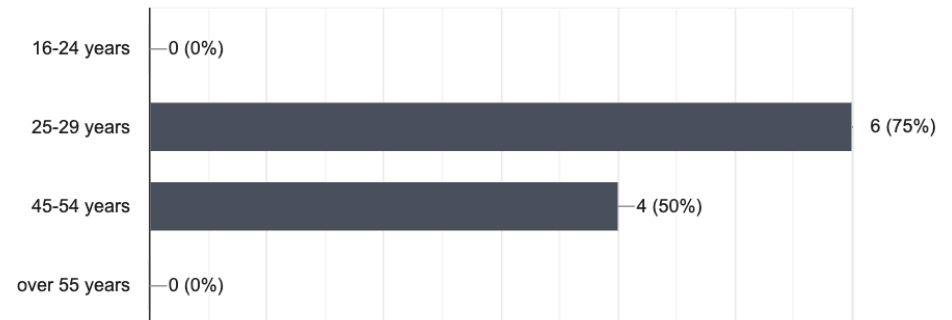


Italy

How did your Company respond to workers' lack of necessary skills?



Please select the average age of workers involved in vocational training/re-training courses organized by your Company (rating by age group):



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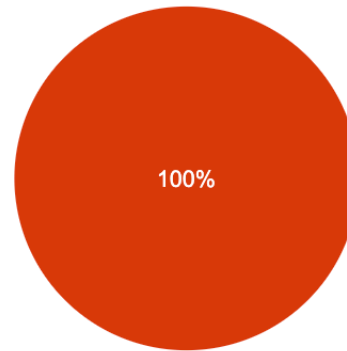
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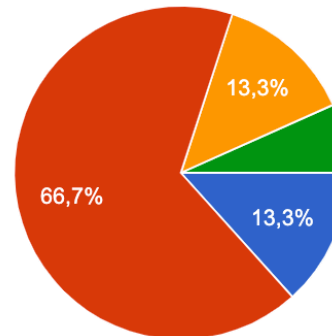
How did your Company respond to workers' lack of necessary skills?

Spain



- Rotación de puestos de trabajo
- Programas de formación
- Selección de nuevas figuras profesionales

Slovenia



- Job rotation
- Training programmes
- Selection of new professional figures
- Self education

1

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Italy

1

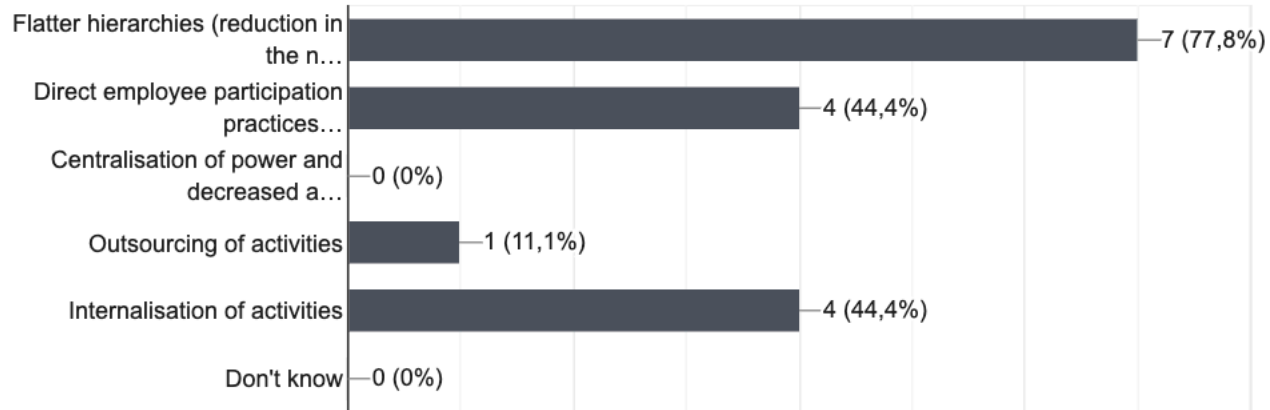
How has the organization of work changed in your Company?

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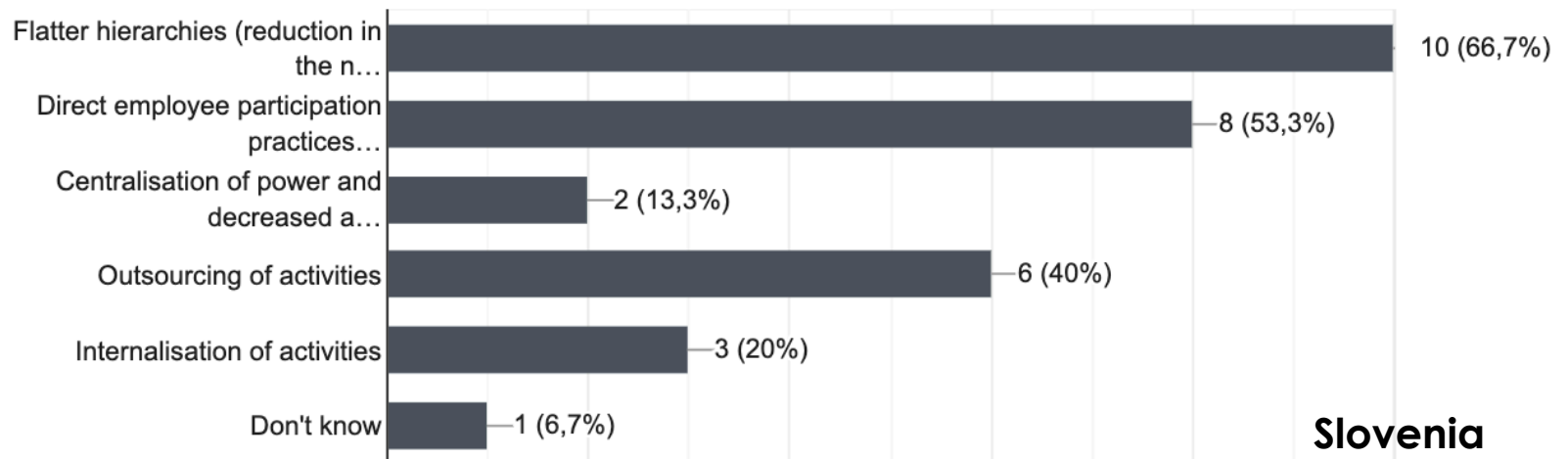
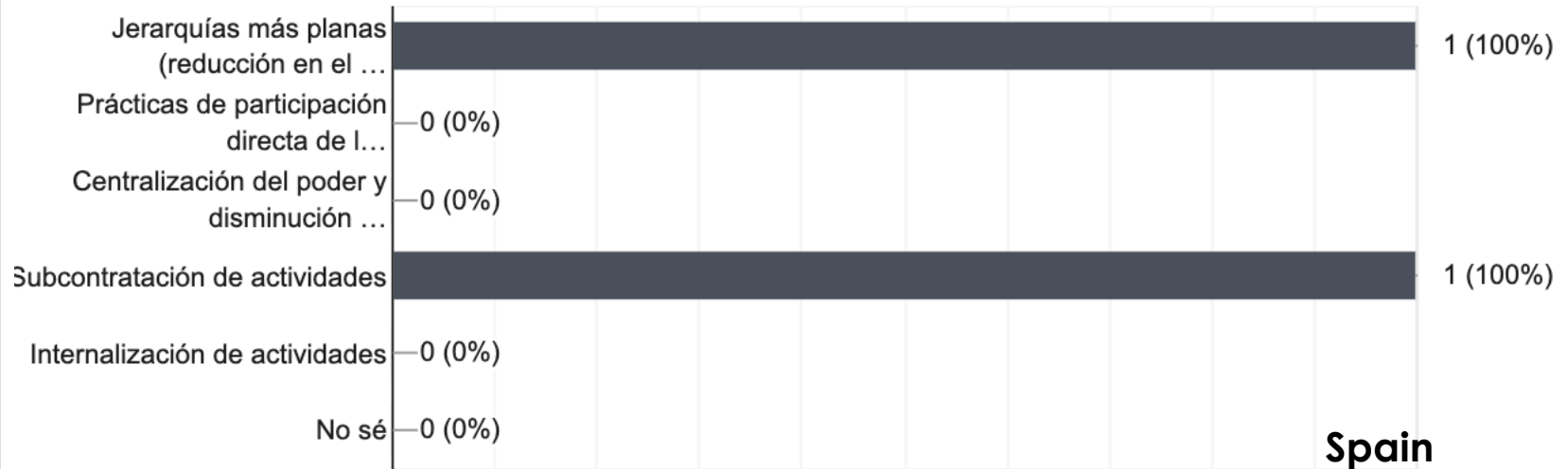
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How has the organization of work changed in your Company?



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Italy

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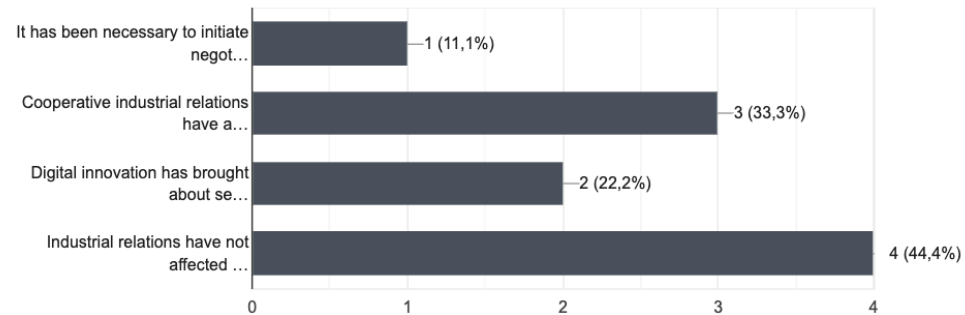
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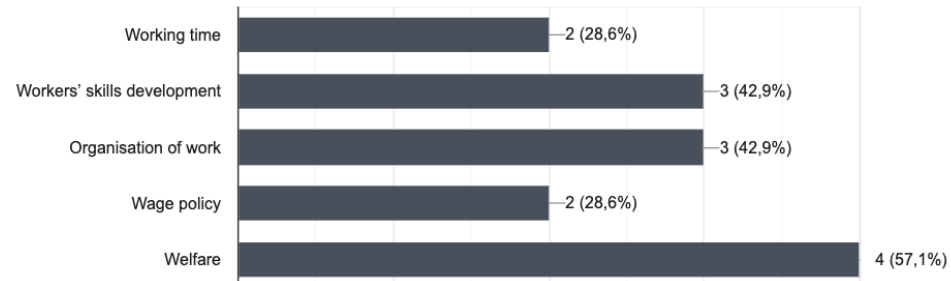
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Section 2 – Industrial/Employee relations

How have industrial/employee relations interplayed with digitalization in your Company?



Please, specify the negotiations' main area of reference





Italy

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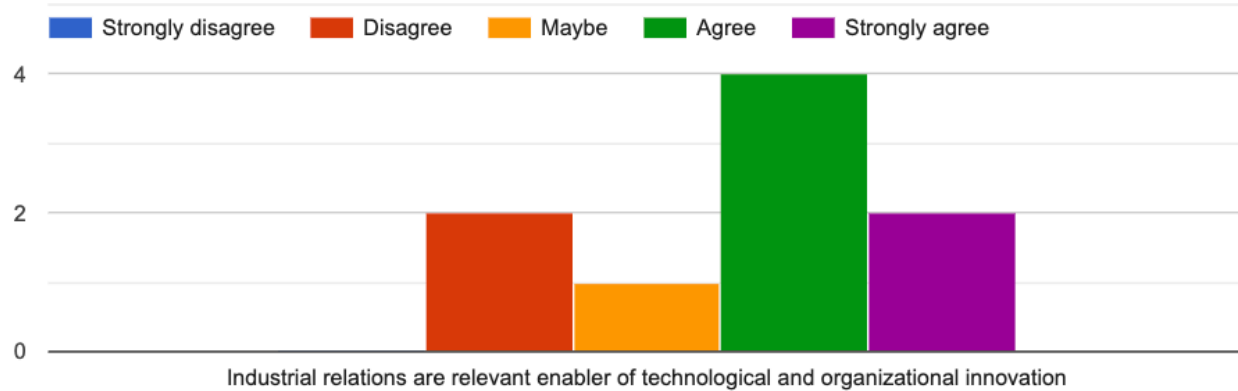
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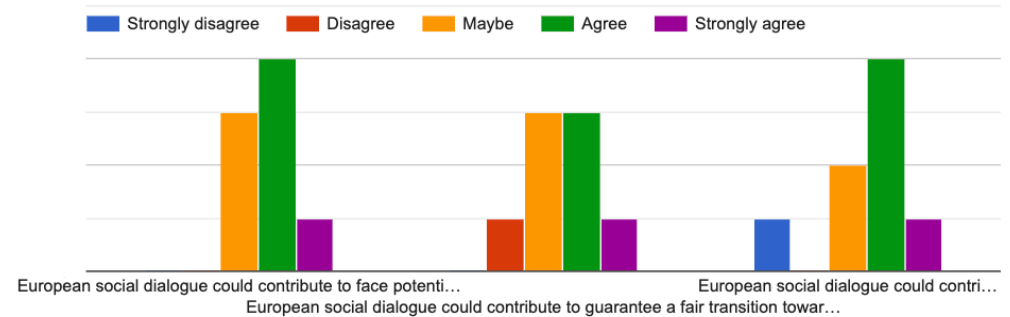
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Please rate the following information





Please rate the following information



If jobs are changing due to technology and automation, what measures manufacturers could take to solve today's talents shortage while preparing their future workforce for success?

Create an environment more suitable for millenians, arrange some internal specific training with the support of consultants

training program, soft skills improvement, development plans to improve the motivation and to increase the workforce know how

"Alternanza Scuola Lavoro", Cooperating with Universities in preparing updated study programs

TRAIN PEOPLE AFTER OR DURING SCHOOL

Anticipate training, anticipate recruitment if not necessary now

giving support for staggers in the company's operations, continuously improving skills of workers with courses and offers for education

i don't have the answer

Engage in Professional degree teaching, hosting internships

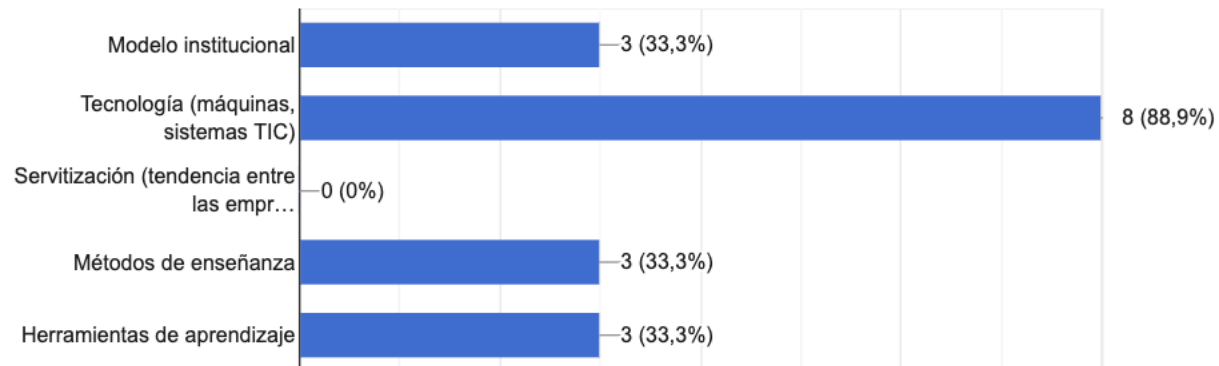
Preliminary Insights – Education & Training



Spain

Sección 1 - Innovación y tecnología: impactos en competencias y organización del trabajo

En su opinión, durante los últimos 5 años, ¿cuáles han sido los principales motores de cambio en el sector de la educación y la formación en la UE?





Spain

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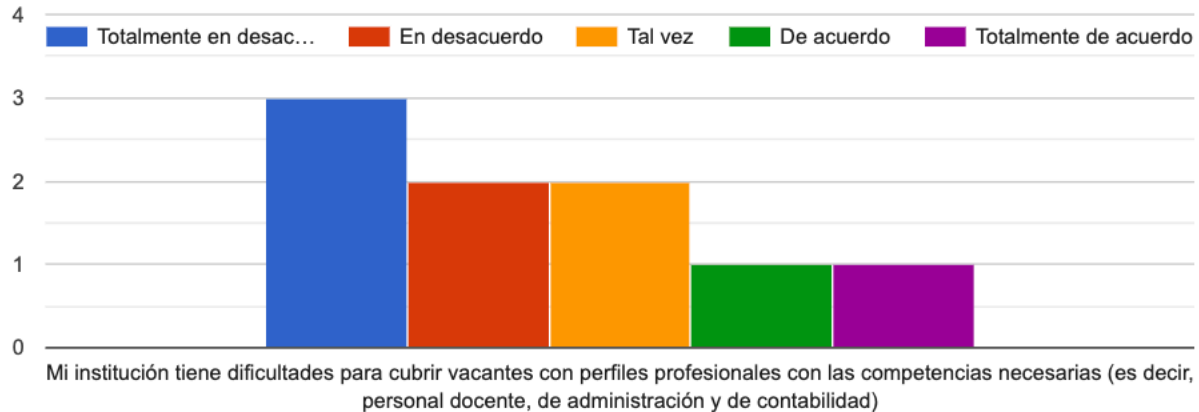
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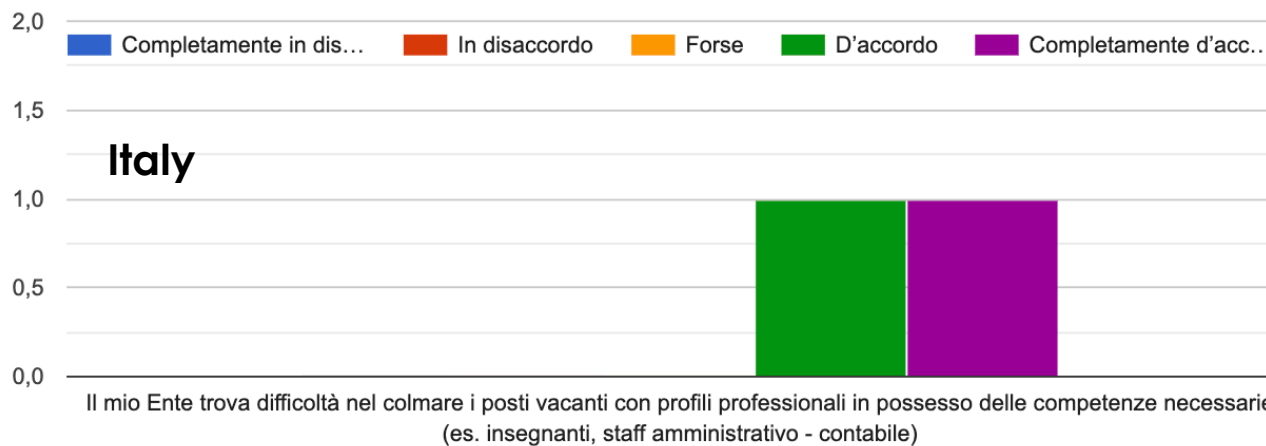
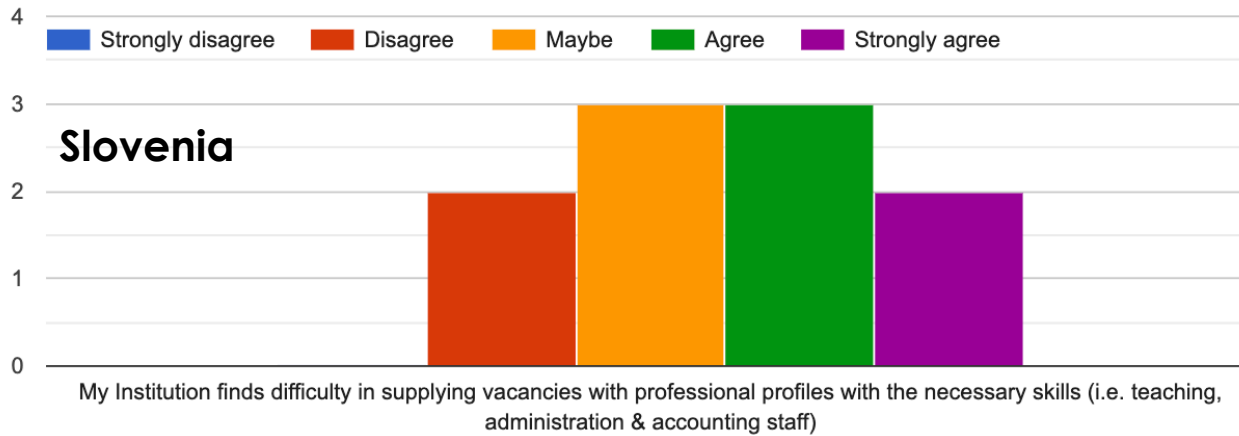
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Por favor, valore la siguiente afirmación



Please rate the following information



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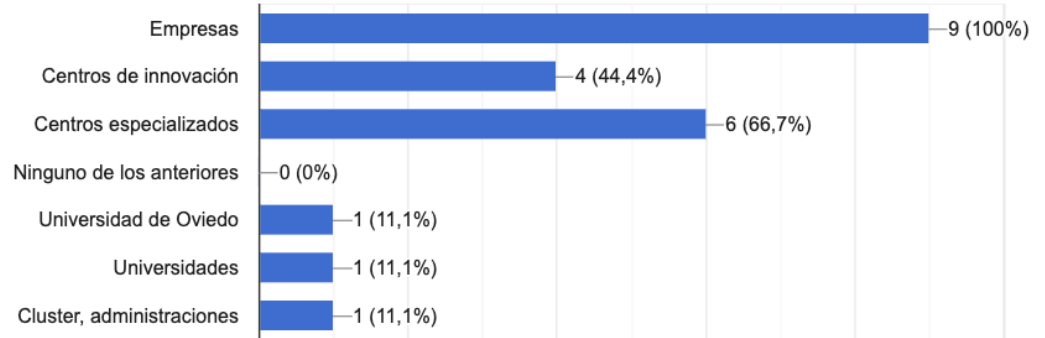
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Spain

Mi institución tiene actualmente relaciones con:



Por favor, describa la(s) razón(es) por las que mantiene las relaciones de colaboración que acaba de mencionar:

Cliente / proveedor / colaborador

Detección de necesidades formativas

espacio de intercambio de información, prácticas en empresa, asesoramiento, etc

Proyectos de investigación, prácticas del alumnado (FCT y PNL)

Es muy importante conocer las necesidades del sector para intentar dar respuesta de cualificación de mano de obra

Homologación para impartir formación en materia preventiva

EMPRESAS: de forma obligada FCT y porque creemos que la FP Dual también consiste en mantener relaciones de colaboración con las empresas.

UNIVERSIDADES: no están institucionalizadas, pero creemos que es la forma de estar más cerca del conocimiento formal

Todo esto es más largo de explicar.

Prácticas de alumnos principalmente

Actualización y transferencia de conocimiento

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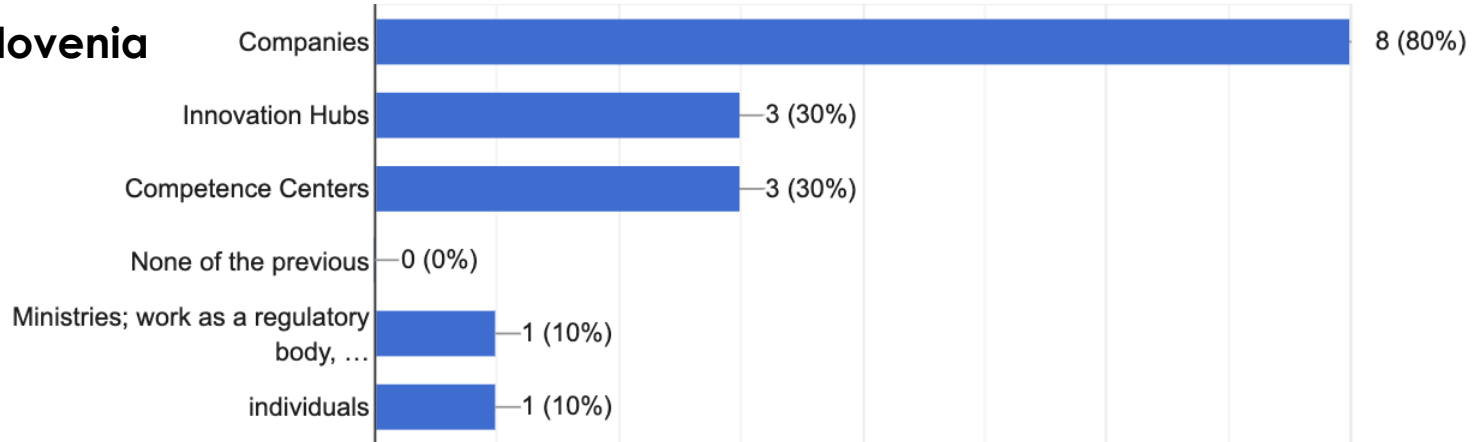
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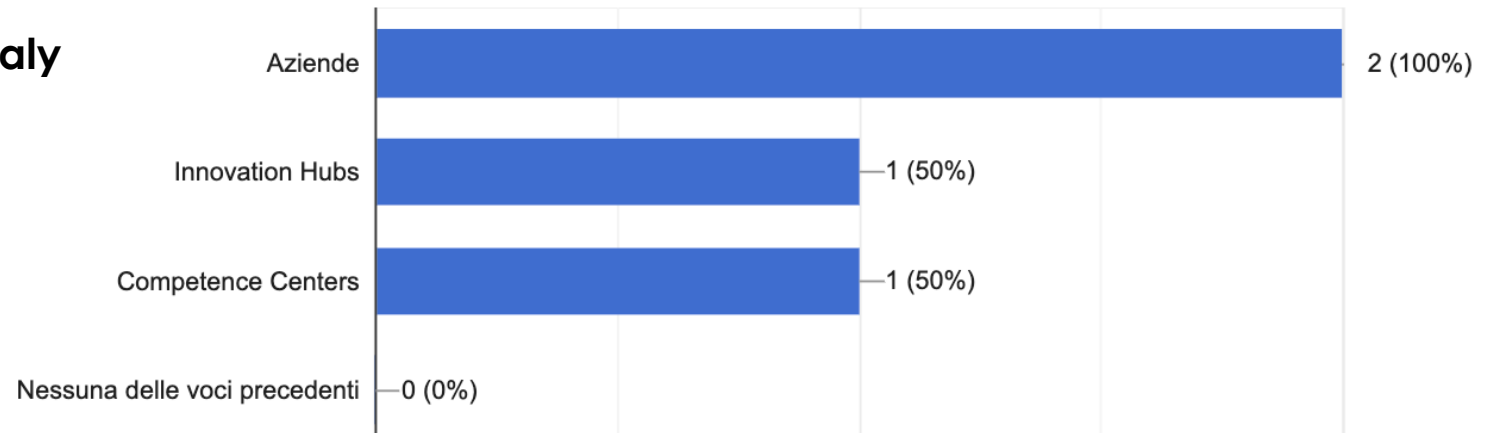
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Slovenia



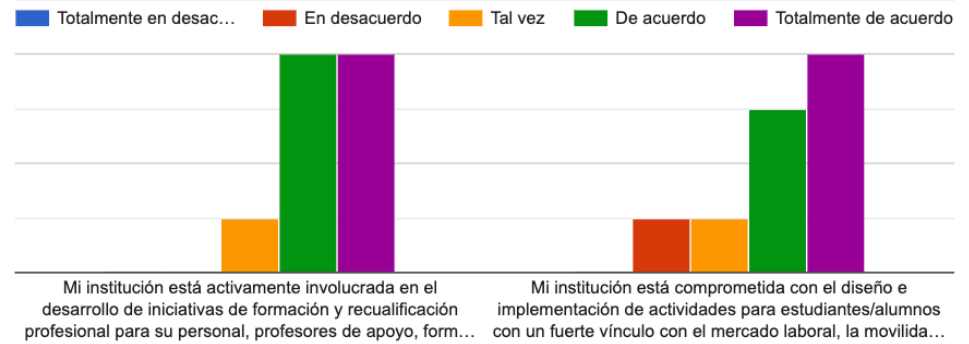
Italy



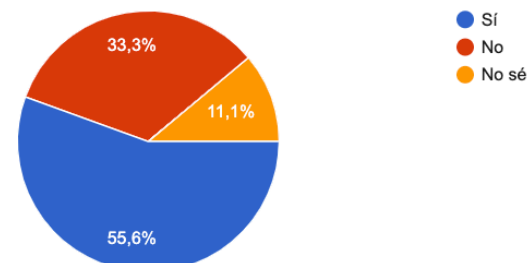


Spain

Por favor, valore las siguientes afirmaciones



Mi institución participa activamente en el diseño y desarrollo de nuevos contenidos curriculares (por ejemplo, programas de estudio) centrados en las competencias digitales para el sector de fabricación con el fin de proporcionar las habilidades que necesitan las empresas locales / regionales



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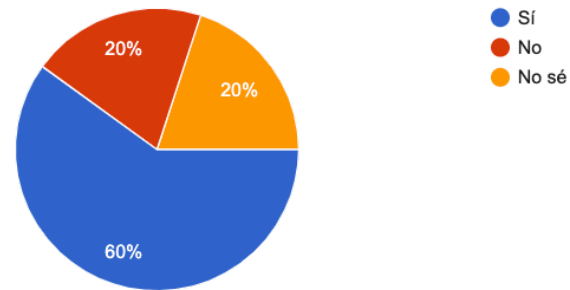
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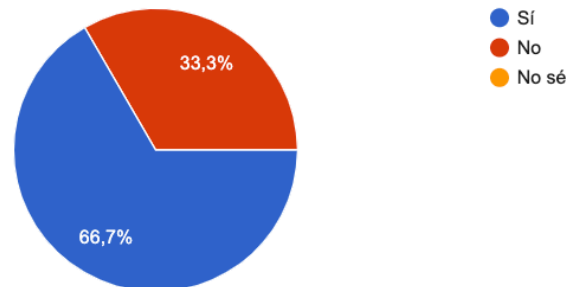


Spain

¿Ha participado su institución en estudios de anticipación, seguimiento y análisis de competencias a nivel nacional y/o regional?



¿Está su institución involucrada en algún programa de formación dual en el que el alumnado recibe formación en el puesto de trabajo y también formación y prácticas en el aula? (Formación en alternancia: aprendices, estudiantes en prácticas)



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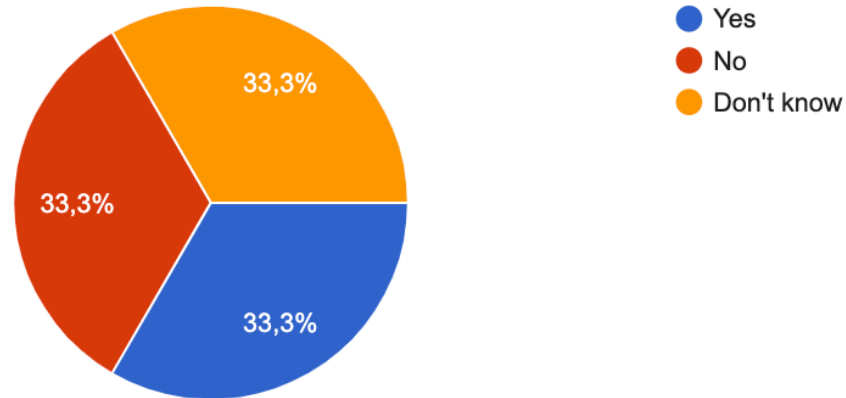
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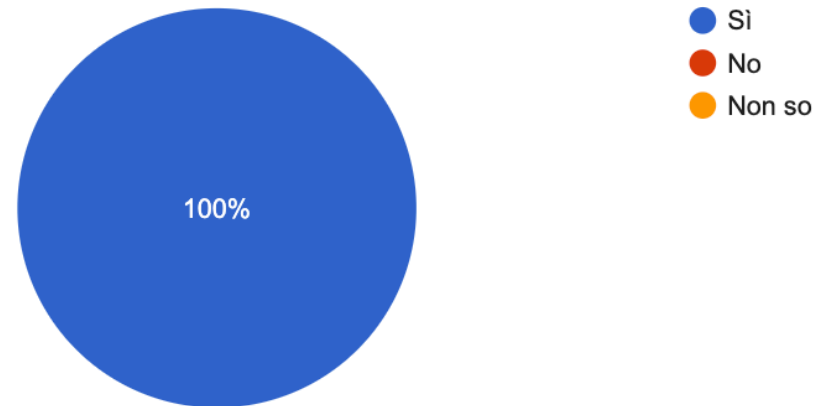
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Has your Institution been involved in skills anticipation, monitoring and analysis exercises at national and/or regional level?

Slovenia



Italy



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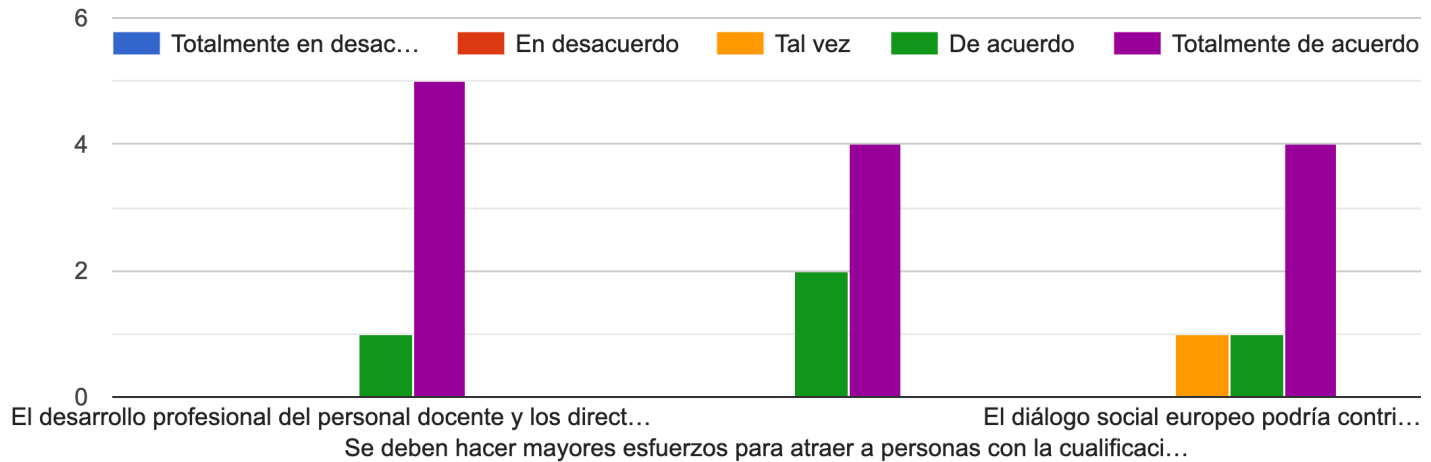
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Spain

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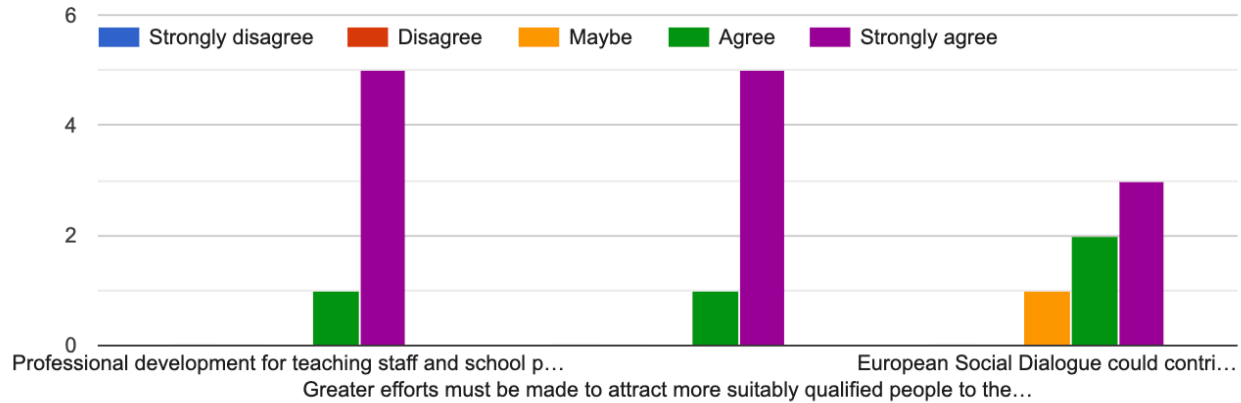
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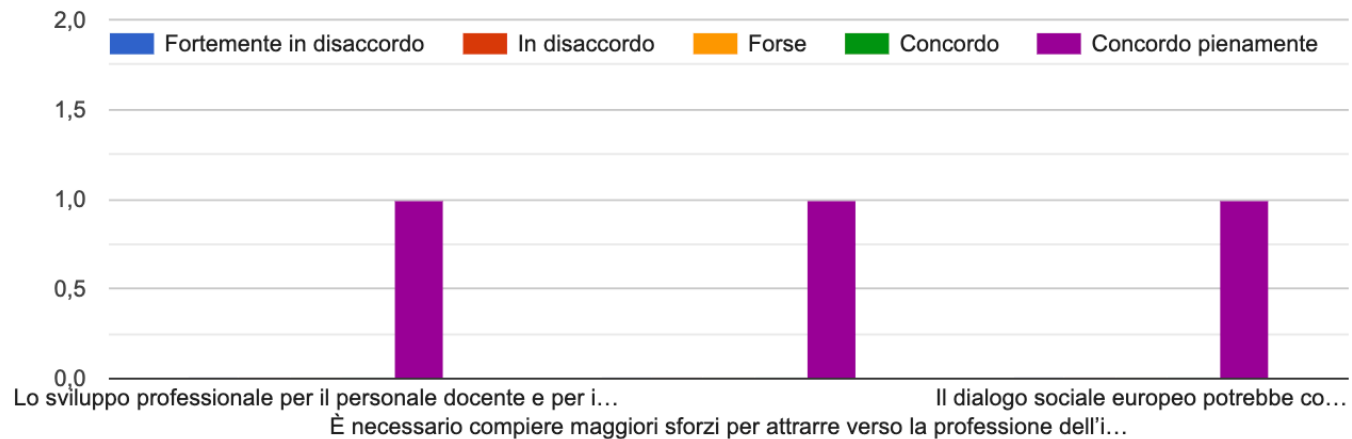
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Slovenia



Italy



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Thank you!

 **@adaptland | @francescoseghez @MargheRoi**