



NEWSLETTER NO. 4

OCTOBER 2016



skill **ME** ...

www.gzs.si/skill-me



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

"The European Commission support for the production of this publication does not constitute endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein."

skillME PROJECT

The **Skills in Metal and Electro Industry** or **skillME** project is a three-year collaborative project between vocational education and training (VET) providers, national regulatory partners and representatives of the metal and electro industries of the EU member states **Croatia, Latvia, Slovakia and Slovenia**, which aims at **identifying the most endemic skill gaps in the metal and electro industries and developing four curricula to fill those gaps**.

The project lasts from **November 2014 until October 2017** and is **co-funded by the Erasmus+ Programme** of the European Union.

■ ■ ■ LATEST NEWS

Following the meeting in Zagreb, Croatia on 18th May 2015, skillME partners met for the fourth time at the **fourth project meeting in Bratislava, Slovakia** on 18th and 19th May 2016.



The purpose of the meeting was to discuss the progress of the project, to construct a framework for the upcoming project activities and to present the outputs created so far in the project.



■ ■ ■ WHAT HAS BEEN DONE SO FAR?

In order to help improve employability of future workers, raise the employability rate and improve the overall competitiveness of the European metal and electro companies, market players have long recognized the need to **improve competencies of workers** so as to **correspond to current market needs** and **enhance knowledge in the industry**.

The skillME project set out to identify the most pressing and wide-spread skill gaps in the industry of today and tomorrow and to design tools to help fill those gaps.

After the first project phase, in which partners **analysed existing data** in the field of skill gaps research in order to gain insight into the scope of the issue and form a

starting point for further activities, the second project phase focused on narrowing down the skill gaps that were missing and prepared the curriculums for implementation.

Curriculums were designed so that both the workers and students could gain new knowledges and fill the missing gaps in their skills.

■ ■ ■ RESULTS

The **analysis** of international studies, scientific publications, expert opinions, relevant data sources and other existing data on skill gaps in the metal and electro sector did not reveal any precise data on specific skills that were missing in the sector. However, the studies did confirm that skill gaps are observed in various fields, from technical and managerial skills to work culture.

As this meant that the skill base to choose from was very wide, project partners decided to narrow the field and focus mainly on **technical skills** rather than soft skills in their endeavour to identify the most endemic skill gaps as technical skills allow for a more focused approach and are also more substantial in the electromechanical sector in the long term compared to soft skills.

To evaluate hard skill shortages in the metal and electro industry, focus group discussions and interviews were conducted with various representatives of ME companies of different sizes from participating countries. The main focus was to find skill gaps that are observed across the entire industry, not just in specific sectors or even at the level of individual companies.





The research carried out in the project showed that **the most common skill gaps in the metal and electro industry are observed in the field of:**

1. TECHNICAL DOCUMENTATION
2. CAD/CAM SYSTEMS
3. AUTOMATISATION
4. NEW MATERIALS



The skill gaps identified are not only expressed in the labour market at present, but will most likely play an important part also in the future.

■ ■ ■ UPCOMING ACTIVITIES

In the next phase, project partners will think of ways to implement the **created curriculums** which will fill those skill gaps. The curriculum will be implemented in a way that students as well as workers will be able to participate in them and acquire new knowledge.

The next project meeting will be held in Dubrovnik, Croatia on 19th October 2016.



■ ■ ■ **PROJECT PARTNERS**



Metal Processing Industry Association



National Centre for Education of the Republic of Latvia



Agencija za
strokovno obrazovanje
i obrazovanje odraslih



ZEPSR
Association of Electrotechnical Industry
of the Slovak Republic



STROJARSKA TEHNIČKA
ŠKOLA FAUSTA VRANČIĆA



CEA
Croatian Employers' Association



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

"The European Commission support for the production of this publication does not constitute endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein."