

A.U.T.O-4.0 – Anticipation of skills for Employees due to Digitalization

A.U.T.O 4.0 is an ERASMUS Project with the title: AUTO 4.0 - Understanding and Achieving Automotive Training Outcomes 4.0.

One of the core objectives of the project A.U.T.O. 4.0 with partners from Italy, Spain, Great Britain and Germany was the identification of “qualification profiles” and/or “occupational profiles” on the automotive industry. This objective was linked to the question of the kind of methodological approaches that should be applied in order to achieve insights and results. With regard to the participating partnership, this question was not marginal.

In order to ensure that all partners concentrated their activities on the identification of skills and qualification / occupational profiles of comparable fields, it was agreed that the surveys of component manufacturers (preference on 1st tier suppliers – the so called system suppliers) and car manufacturers should be given priority. Within the survey instruments were applied such as

- case studies in well selected companies and
- expert discussions

to ensure to get a deep insight into the changes in companies because of the use of industry 4.0 driven technology.

In the research process the partners have identified 19 job profiles. It was agreed, by consensus, that it was impossible to generate competencies and training material for 19 job roles, within the time/resource available in the Erasmus project. Instead, the agreed approach, was to develop one job profile, which was a combination of six ‘operational’ profiles and one ‘data management’ profile. The partners voted that this job profile should be called ‘Automotive Digital Mechatronic X.0’. It was also agreed that this should be a level 5 job (European Qualification Framework), and should be developed for upskilling individuals working already in industry.

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Partners:

