**Intellectual Output 2**
**Future of jobs**

# Summary of main outcomes of reviews

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# 1. Summary of the main outcomes of the Review process (planned as online training)

C-STEP2 was initially planned be held in form of face-to-face training weeks for up to 10 participants in each of the project's partner countries: Germany, Luxembourg, Portugal and United Kingdom. Due to the COVID-19 crises and in order to make possible the C-STEP in a time of heavily restricted mobility, C-STEP2 was adapted to an online format.

This shift from face-to-face to online implies the following major changes:

- Instead of 4 separate national C-STEPs for up to 10 participants in each country, one transnational C-STEP will be held that targets a wider number of participants;

- Beyond the participants who had registered originally for the national C-STEPs, the transnational online C-STEP will be opened up for other participants as well;

- Due to the fact that it is challenging to work in an online environment full-time for 4 consecutive days, the course will be split up to two weeks, with two days per week;

- In case participants cannot participate for the full 4 days of the course, they can also participate at single days;

- The courses will include a mix of different didactical settings and methods. They e.g. will start with an hour of lecture including questions from the participants, the division of participants into smaller groups (moderated by the different national partners), letting participants discuss certain aspects and prepare something for the bigger group, which will meet afterwards again etc.

Changing the second exchange week into online training, implied that the didactical framework and the unit structure plans were developed taking these new circumstances into account. After this a review process by two experts took place. Its main outcomes are the following:

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### Unit1: Industry 4.0 and the impact on labour

*Overall opinion*

In general, the overall structure makes sense, having interesting lectures/presentations and an accurate structure. The topics chosen are relevant and current, and can help participants gain a more realistic and up-to-date view of the nature of work and the professional world, and to put these contexts into perspective for the future.

Concerning the further course of the four Units, it makes absolutely sense to start with the timeslot "Introduction to Industry 4.0 and historical approach to industrial revolutions".

*Coverage of necessary topics and contents*

This first Unit clarifies the terms and concepts and it covers almost the needed topics. The only remarks are related with the fact that one of the lectures should address specific challenges of health and wellbeing related to Industry 4.0 and that the issue of "Decent Work" could be address as it is related with other topics that will be presented.

*Context between learning goals/outcomes and planned methods*

Although more information could have been presented to clearly describe the learning goals/outcomes of the Unit, the level of detail presented is visibly enough to understand that they are well addressed. On a quick note, it was said that the terminology used to do the description can be improved.

*Evaluation of timetable and adjustment of the Unit as an online training*

The foreseen timetable seems reasonable. It should only be taken care that the participants are kept interested/participation trough the periods of presentations and that there is a balance between the presentation of topics and the group work.

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## Unit2: Challenges and opportunities for companies within Industry 4.0

*Overall opinion*

The overall structure of Unit 2 is plausible. There is although the need to try to not have overlaps regarding the contents presented on the first unit and it should be considered to extend the period for comparing, evaluating and summarizing challenges and opportunities.

*Coverage of necessary topics and contents*

The majority of the important topics are approached during this training day. The experts mentioned that it could be useful to address the topics of Career Development as a way of preparing for resilience and also the legal frameworks as emerging challenges (for example data protection and privacy, processing personal data, distance selling etc.).

*Context between learning goals/outcomes and planned methods*

Although more information could have been presented to clearly describe the learning goals/outcomes of the Unit, the level of detail presented is visibly enough to understand that they are well addressed. On a quick note, it was said that the terminology used to do the description can be improved.

*Evaluation of timetable and adjustment of the Unit as an online training*

The timetable is in general well adjusted, but the topics Challenges: competition and Opportunities: New businesses/business models and new products/service could have more time allocated as the activities planned might take more time that what foreseen. In addition to this the time for a final discussion about advantages and disadvantages related to Industry 4.0 can also be extended. The involvement of the speakers on the development of the structure for the day can help to find the best balance of time for each of the sessions.

It is also advisable that each of the topics have a learning opportunity for the participants with a stimulating activity (for example questions or tasks) and that are not only simple presentations of a topic.

## Unit3: Upcoming trends

### Overall opinion

The topics covered during this unit are interesting and important but, in order to have a better logical approach the sequence of the presentations could be rearranged. In addition to this, it should be checked if there is and overlapping of content between topics and the size and detail of the description of the units should be similar between them.

### Coverage of necessary topics and contents

Although there is a large number of contents listed in the Outline, that demonstrates the wide range of concepts, trends and technologies that are related to Industry 4.0, contents can also be interpreted differently. It is therefore not exactly clear, if all relevant topics are covered in Unit 3 There are some topics that should also be covered like Smart Data and Blockchain.

During the session Influence of Digitalization on Career Guidance (whose description should be developed) it should be approached the trends of digitalization in career guidance and not the issue of work digitalization impact on the employment context

### Context between learning goals/outcomes and planned methods

It is sufficiently good and the first impression is quite positive. However, it has to be confirmed, that the planned methods will actually enable the intended learning outcomes as most of the time the participants play a rather passive role.

*Evaluation of timetable and adjustment of the Unit as an online training*

The time allocated to some of the topics (for example …) should be reviewed and as mentioned before the order of the units should be reviewed. Also, the participants should have a more active role during the training day to keep them involved and able to learn.
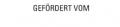
## Unit4: New skills and competences

*Overall opinion*

In general, the overall structure makes sense, specially addressing first the soft skills and them the hard skills.

*Coverage of necessary topics and contents*

The topics and its contents make sense overall. However, the topic of career guidance is much less visible (it could be more productive and attractive, from the point of learning, to link more explicitly the treated topics, to career guidance) and there are some themes that could also be addressed as concept of the 21st Century Skills, the new forms of eLearning. Also, the companies should be considered as learning places too, not only the schools.

*Context between learning goals/outcomes and planned methods*

Although more information could have been presented to clearly describe the learning goals/outcomes of the Unit, the level of detail presented is satisfactory. In order to improve this, some of the learning goals could be reformulated

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*Evaluation of timetable and adjustment of the Unit as an online training*

The planned schedule is realistic as an online training with regard to time management and content. A note is made regarding the fact that on one topic there are too many skills to be learnt in depth given the available time, so it could be redone. For the participants to really benefit from the training, varied learning tasks should be formulated for each timeslot.

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## 2. Conclusions

On the basis of these reviews the structure plans will be more detailed and specific in the wording, the amount of time for discussion and communication of the participants will be enhanced and varied learning activities will be added. All this will be visible in the detailed unit descriptions. The timetable will then be more realistic. If group work is planned more than one person will be in charge to moderate the group work and group results. Speakers and participants will get technical support by a second person (to keep the speaker free from solving technical problems and help focus on context and presentations).

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