IO2 C-STEP 2 'Future jobs'
Fact sheet for lecturers: Unit 2 "Challenges and opportunities for companies within Industry 4.0"

Objectives and learning contents

This training day will be focused on the Challenges of the Industry 4.0, the change and resilience towards the digital transformation and some possible barriers on the process.

This unit will also cover the challenges of the staff and structure of the company such as investing in a skilled workforce, keeping pace with new technologies, competing for a skilled workforce, training, gaps between skills needs and supply, inequality of skill/employment access, motivation of employees to follow the development, prevention of social exclusion, labour mobility, as well as challenges of Industry 4.0 related to competition, which are the main challenges and ways in which careers practitioners can help overcome them.

Overview of the learning contents in Unit 2:

1. Challenges: Change and resilience to it
2. Challenges: Staff and structure of the company
3. Challenges: Competition
4. Opportunities: New businesses/ Business models and New products/services
5. Opportunities: Organization of work
6. Opportunities: Thoughts of the participants

By focusing on the above mentioned contents Unit 2 aims to meet the following **learning outcomes:**

- Analyse challenges arising from change and resilience towards the digital transformation;
- Analyse the challenges for the staff and the structure of the company;
- Understand the main challenges and ways in which careers practitioners can help overcome them
- Identify the opportunities for new businesses/ Business models and New products/services

Material for use

- Didactical framework, Unit descriptions and List of additional material and resources (OUTPUTS – Academiaplus)

- List of learning material and resources (all materials can be found on Academia+ Moodle platform)

  - >>> AGENDA 11th March, 2021
  - Speaker 1

    o 1. Work material_Link to the videos: Challenges. Change and resilience to it

    o 2. Work material: Fable of aesop

    o 3. Work material: Components of resilience

    o 4. Results of the working group: Barriers of change-menti

    o 5. Additional material: Chat discussion about resilience

- Speaker 2
  - 1. Presentation: Decent Work 4.0
  - 2. Recording
- Speaker 3
  - 1. Work material: Challenges Competition
  - 2. Additional material: Competition-in-labour-markets-2020
- Speaker 4
  - 1. Work material: Opportunities New businesses and products and services Blue World
  - 2. Work material: Opportunities New businesses and products and services Green World
  - 3. Work material: Opportunities New businesses and products and services Red World
  - 4. Work material: Opportunities New businesses and products and services Yellow World
  - 9. Additional material: Workforce of the future the competing forces shaping 2030
- Speaker 5
  - 1. Presentation: Tandemploy Work Different. New Work in the Digital Age
  - 2. Recording
- Additional material
  - 1. Competition-in-labour-markets-2020
  - 2. Focus on the effects of Digitalisation on Employment
  - 3. Jobs lost, jobs gained
  - 4. The employment effects of digitalisation- a literature review
  - 5. WEF_Future_of_Jobs
  - 6. WEF_Future_of_Jobs_2020
  - 7. Workforce of the future the competing forces shaping 2030
  - 8. Workforce of the future
  - 9. ILO 2018 Digital decent work

Preparation work
It is important for a good start to the training, whether it takes place in presence or online, to consider some preparation steps in order to make the Unit a success:
- To do a technical test with participants and lecturers in advance is highly recommend
- To have enough time for getting to know each other (participants and lecturer/-s)

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- To start the training with a brief introduction by the lecturer about him/her professional profile, institution, lines of research, etc., in order to get closer to the group
- To ask for volunteers/participants to introduce themselves (name, institution and what they would like to learn) depending on the size of the group
- Lecturer explains the agenda for the day and get a first overview about the schedule for the session
- Lecturer presents a few brief indications and establishes some rules for the session (especially for an online training with many participants, some specific rules of conduct can structure the session and thus contributes to the success):
  - It is recommended to mute/ turn off all the microphones while the speaker is talking (otherwise, the connection will deteriorate, background noise and any interference will cause anxiety and poor understanding)
  - Depending on the number of participants, it is also necessary to turn off the video signal while the speaker is presenting. More video signals means more data consumption, which may affect the quality of the conference. In small groups or for group work and discussions in several groups it is useful to switch on the video signal.
  - While using the common platforms (Zoom, MS Teams, etc.) there are two different options for asking questions while an input session. On the one hand, it is possible to use the chat. It is very helpful to collect and channel the questions during a longer input session. The questions asked in the chat can then be answered in special Q&A sessions. On the other hand, Zoom and MS Teams provide different actions for participants who want to say or ask something. Participants can raise their hand symbol when they have a question or want to say something. The little hand will then pop up at the speakers desktop so he/she knows that someone wants to say something.

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