



# The Skills for the Digital Future of Plastics Factories

Tackling the skills gap and shortage in Europe



# About the Project

- Facts & Figures
- Main Objectives
- Digital Transformation
- Consortium Layout

# UPSKILL: Facts & Figures

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**Full title:** The Skills for the Digital Future of Plastics Factories

**Start date:** 01.11.2018

**Duration:** 24 months

**Number of partners:** Nine partners that include VET providers and Associations

**EU contribution:** ~ €700.000



# Main Objectives

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1. Analyze and identify qualifications and European VET curricula for plastics machine operators based on the current and future skills demand in the plastics industry;
2. Develop an adaptive work-based learning vocational training programme by integrating digital, programming, circular economy, and lean manufacturing skills.



# UPSKILL and Digital Transformation (I)

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The digital skills are a major priority for Europe.

Companies across Europe have difficulties in finding employees with skills that are fit for the current markets. The demand from EU industry and enterprises for new types of skills highlight the need to reskill and reemploy the redundant workforce.

The widening digital skills gap will have an impact on the ability of EU businesses and governments to benefit from the opportunities of digitalization.



# UPSKILL and Digital Transformation (II)

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There is a need to adapt the European workforce, together with the education and learning systems.

The European Commission identified new curriculum guidelines as one of the solutions for increasing the EU talent pool and fostering the acquisition of new skills.

This can be only achieved with new vocational education and training that is designed to promote new types of skills, such as digital skills, green skills, entrepreneurial competencies, etc.



# Consortium

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Our consortium covers all the stakeholders:

- **VET providers** (APRC, VPM, TREDU, ISPA) - experience in different fields of VET, practical training centers equipped with plastic products machines.
- **Associations** (EuPC, LINPRA, FPC, FIPIF) - EU-wide representation of plastics converters, development of educational strategies, lobbying.
- **Public body** (KPMPC) - a national coordination point for implementing EQF and EQAVET to VET programmes, implementation of VET initiatives and policies



# UPSKILL Approach

- The Plastic Industry
- Challenge
- Project Aim
- Activities
- Target Groups



# The Plastic Industry



The European plastics industry enables innovation, facilitates resource efficiency and creates jobs.

The industry in Europe accounts for 60,000 companies and 1.5 million jobs.

Plastics converters are at the heart of the plastics industry, since they account ~90% of total employees in the plastics sector.



50,000  
companies



1,600,000  
people employed



€260,000,000,000  
industry turnover



# Challenge

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The ability of the European plastics industry to remain competitive and to innovate depends on its ability to recruit talented and qualified people.

Sourcing the right competence has become a pressing challenge for many companies in the plastics industry.

The project addresses the skills mismatch and pressing problems in the sector:

- Low level digital skills of plastics machine operators
- The overall lack of highly competent and motivated work force



# Project Aim (I)

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UPSKILL aims to enhance the capability of European VET systems to respond to the plastics sector-specific labor market needs by designing, piloting and implementing an innovative vocational training programme for plastics machine operators

The focus of the project is on:

- digital skills
- green skills
- entrepreneurial competencies



# Project Aim (II)

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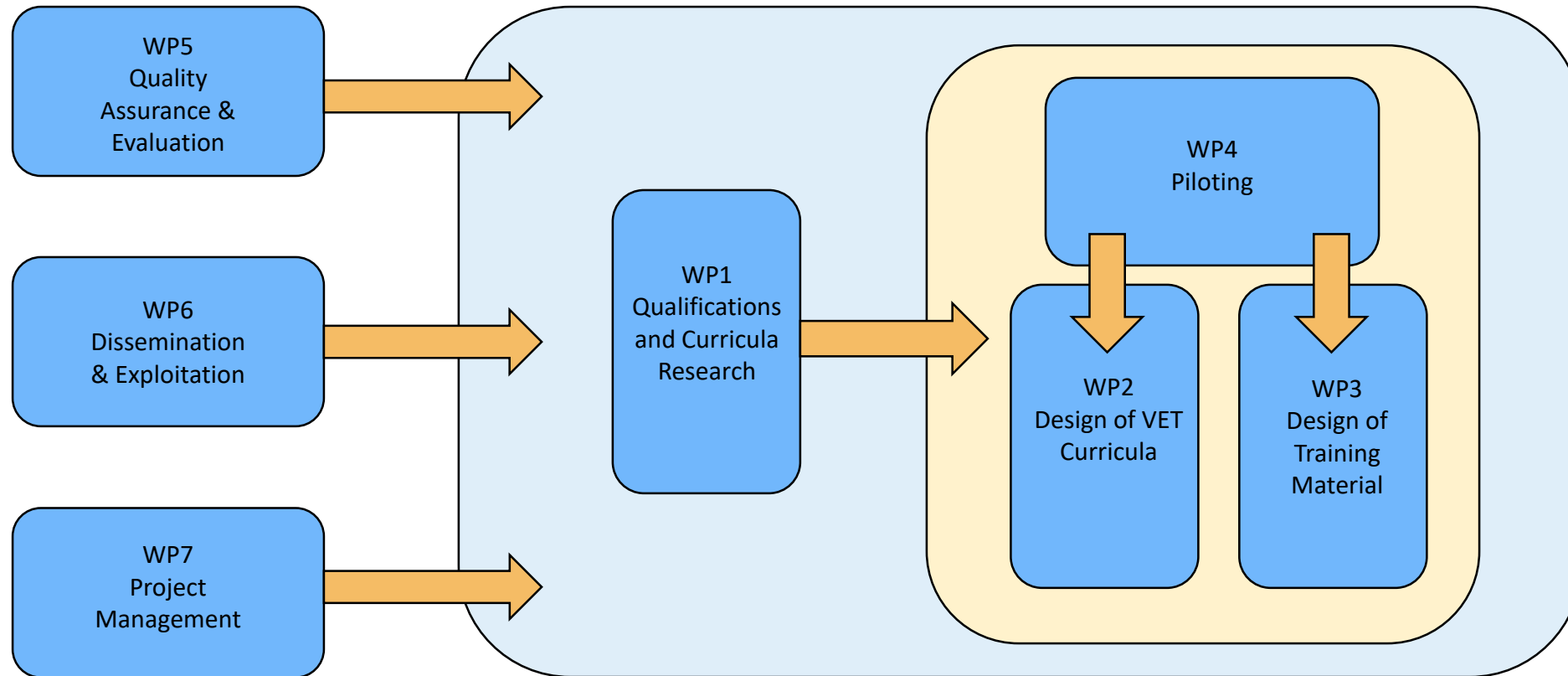


The project will:

- enhance the quality of vocational training;
- improve the competence of teachers and plastic machine operators;
- make VET curriculum more relevant to the labor market;
- provide students and teachers with the opportunity to use innovative digital materials.



# Project Activities



# Target groups

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- Students and apprentices in vocational education
- Professionals and teachers in vocational training
- Staff of vocational education providers
- In-company trainers
- Plastic machine operators working in enterprises
- Unemployed of all ages from the Labor Exchange (Public Employment Service Provider)
- Migrants
- Adults aiming for requalification



# Results

- Expected Results
- Curriculum
- VET programme
- Long-term results

# Expected Results

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- EQF-based model VET curriculum;
- Training material for students and teachers;
- Train 20 VET trainers and 50 students.

All material will be produced in English, French, Finish and Lithuanian language.

The project will enhance the quality of vocational training, improve competence of VET teachers and plastics machine operators and make VET curriculum more relevant to the labor market.





# UPSKILL EQF-based VET curriculum

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- **Basic skills** on manufacturing of plastic products;
- **Job-specific skills;**
- Programming and **digital skills;**
- **Robotics;**
- **Green skills;**
- *Lean* manufacturing;
- **Entrepreneurial skills;**
- **Health and safety** at work.



# UPSKILL VET programme (I)

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## **Digital skills**

Improving the efficiency, adaptability, and sustainability of plastics manufacturing systems;

## **Sustainability skills**

Developing skills required to move ahead in the circular economy, analyzing plastics value chain, "greening" manufacturing, products, consumption and end-of-life, resource management within the circular economy;



# UPSKILL VET programme (II)

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## **Lean manufacturing**

Tools and processes to eliminate waste from the plastics manufacturing process resulting in improved efficiency, effectiveness, and profitability. Lean aims to shorten the time of order execution, reduce costs and improve work safety and quality.



# Expected long-term results

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- Plastic machine operators capable of systemic thinking and entrepreneurial mind-set due to technical, Lean manufacturing and soft skills integrated in the VET curriculum;
- Employees and students acquiring fast-track skills for employment;
- Companies receive just-in-time talent from the classroom to the shop floor;
- Better interaction between educational centers and industry as a solution which has the potential to improve the match between companies' skills needs and the outputs of VET.



# More information about UPSKILL

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# Thank you for your attention!!!

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