MARCH 2024 - NEWSLETTER - ISSUE 3

TARGETING THE TRAINING NEEDS OF THE FUTURE EUROPEAN FOOTWEAR INDUSTRY

Having defined the **key profiles** needed and the essential **learning units** for upskilling and reskilling of workers industry, the project partners are now focused on developing the scanning tool that will help assessing the workers' training needs related to Industry 5.0, a tool of great value for the footwear industry!

As previously mentioned, the Erasmus+ Shoe 5.0 project's main objective is to prepare footwear companies to embrace the challenge of the transition into a sustainable, human-centric and resilient industry, making use of the latest technologies and addressing the implementation of Industry 5.0.

During a meeting on 8th and 9th of January in Porto, partners from Portugal, CTCP and ByAR, presented the first version of the scanning tool to the rest of the consortium. The prototype was very well received and partners are currently working on making the scanning tool available as soon as possible.

Throughout this edition of the project's newsletter, you will discover the results of the collaborative partners' workshops held in 5 countries (Belgium, Italy, Portugal, Romania, and Spain), and you will learn more about the use of the upcoming scanning tool.

If you want to learn more about the project, you can follow our activity on the project website and social media (Facebook and Instagram). Do not hesitate to contact the consortium for any information you may need!

Focus on the collaborative workshops – By CEC

Between September 2023 and January 2024, the Shoe 5.0 consortium organised 5 collaborative workshops gathering experts from the footwear sector across Europe to validate two of the project's results: the study on I5.0 applied to the footwear industry, and second study on some of the most relevant related key profiles required by companies. Those workshops brought together 77 participants in total from 10 countries (Belgium, Croatia, Czech Republic, Germany, Italy, Portugal, Romania, Slovenia, and Spain).

For many of the participants, this was their first contact with the project. The workshops began with a general project presentation to contextualise the content and main objectives. The organisers were able to show the work carried out during the documentary research, the results from the questionnaires and the main conclusions of the focus groups. The participants were very surprised and interested by the work carried out during the previous months, given the relevant results obtained and the importance they consider to have in the current context of the European footwear industry.

The key profiles were positively received by all participants, who showed great enthusiasm and expectation for the systematisation of the profiles, seeing them as appropriate and in line with the future needs of footwear companies, as well as reflecting the evolution of the industry.

In the case of Spain, participants had a very favourable impression of the Architect 5.0 profile, due to the innovative and advanced approach it represented. In Italy, participants stressed the need to include the development of digital skills, the circular economy and sustainability in all profile training paths.

CTCP - Portugal
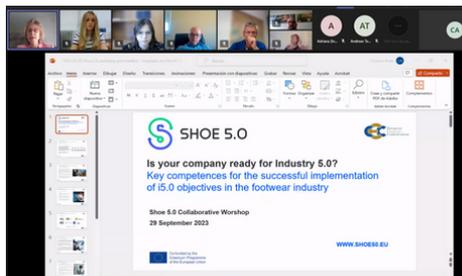
CEC - Belgium


CTCR - Spain

Politecnico Calzaturiero - Italy

TUIASI - Romania

Focus on the collaborative workshops! – By CEC

After presenting the profiles, the organisers focused on the 15 learning units. Once again, the introduction to the units received a very positive response in each of the collaborative workshops. Participants described the various learning units as effective and saw them as a proactive approach to the objectives, perspectives, and challenges imposed by the new industry paradigm, with a strong focus on digitalisation and technological progress. According to participants, the contents identified also demonstrated a commitment to the competitiveness, evolution, and relevance of the footwear sector in the European economy.

In a nutshell, the collaborative workshops enabled project partners to verify that all the content developed until now has been positively validated by footwear industry professionals, whether in terms of key profiles, unit learning outcomes or training plans designed for each profile.
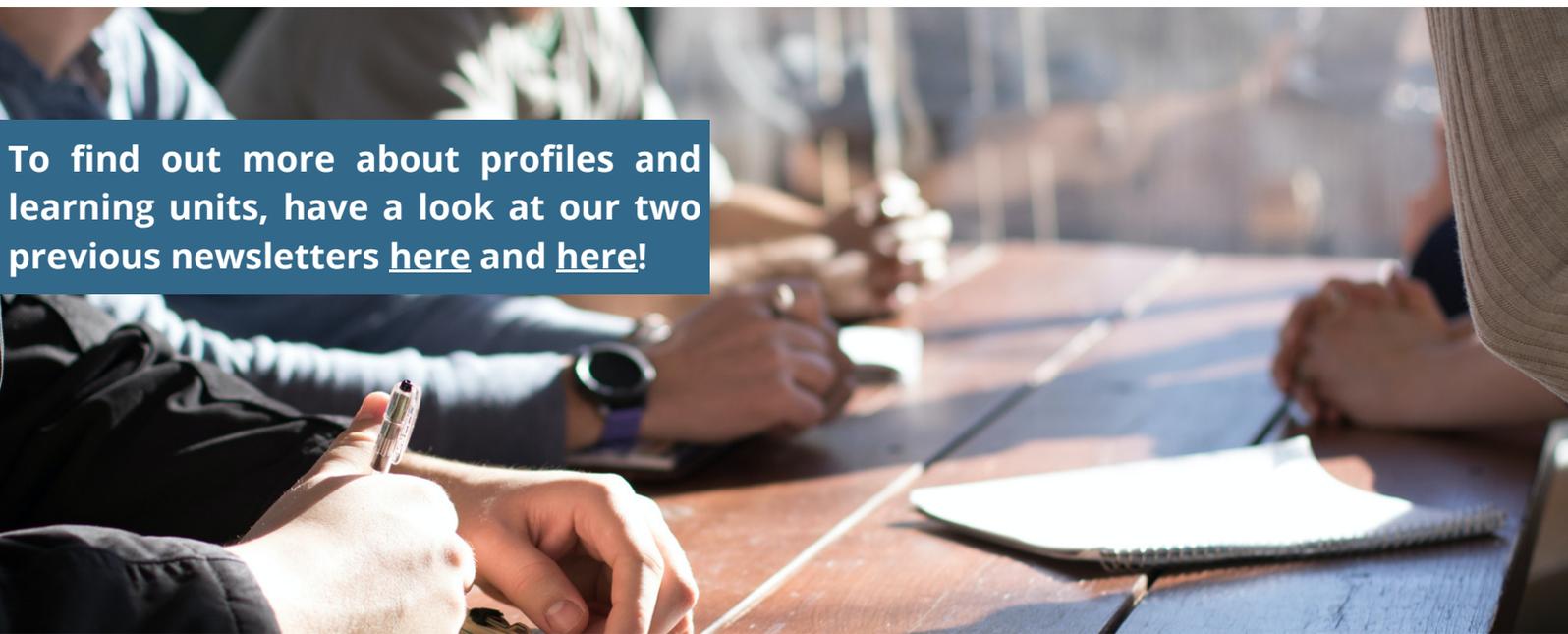
To find out more about profiles and learning units, have a look at our two previous newsletters here and here!

What can you expect from Shoe 5.0's scanning tool? – By CTCP

The scanning tool is a digital instrument to gather information on training needs in terms of skills and knowledge related to Industry 5.0 and the profiles identified by the Shoe 5.0 consortium that will be the key to the i5.0 transformation. It can be used to design a possible training pathway for workers, tailored to each user: in fact, this tool provides the user with a map of skills related to Industry 5.0, and guides him towards a training path based on his needs, motivations, and interests. The tool will be soon available on the project **website**.

The central element of this analytical tool consists of a questionnaire built on the relations between profile activities, necessary skills, existing skills and orientation towards the units of learning outcomes.

The user starts the questionnaire answering some question for personal characterisation including the desired profile. In the second part, the aim is to get a general picture of the understanding of the user about the main topics of Industry 5.0 related to the developed learning units (Figure 1). The classification appears in the quadrants, linked to the learning units:

What can you expect from Shoe 5.0's scanning tool? – By CTCP

1. Management of Human Resources for Industry 5.0
2. Programming using Block Language
3. Big Data in Footwear Industry 5.0
4. Networking & Coworking
5. Product Traceability & Supply Chain for Industry 5.0

6. Artificial Intelligence (AI) in Footwear Industry 5.0
7. Manufacturing i5.0
8. Co-innovation 5.0
9. Corporate Social Responsibility for Footwear Industry 5.0
10. Ergonomics and Digital Anthropology

11. Bio-Inspired Materials and Technologies
12. Wellbeing in Industry 5.0
13. Circular Design, Smart Materials, and Innovative Processes in Footwear Industry 5.0
14. Management for Technological Changes
15. Ultra and Mass Customisation

Each question has a score, as suggested below. Every option selected by the user corresponds to a value. The sum of the 4 questions answered per each quadrant corresponds to a value, ranging from 0 to 12, which will be marked on the spiderweb diagram below.
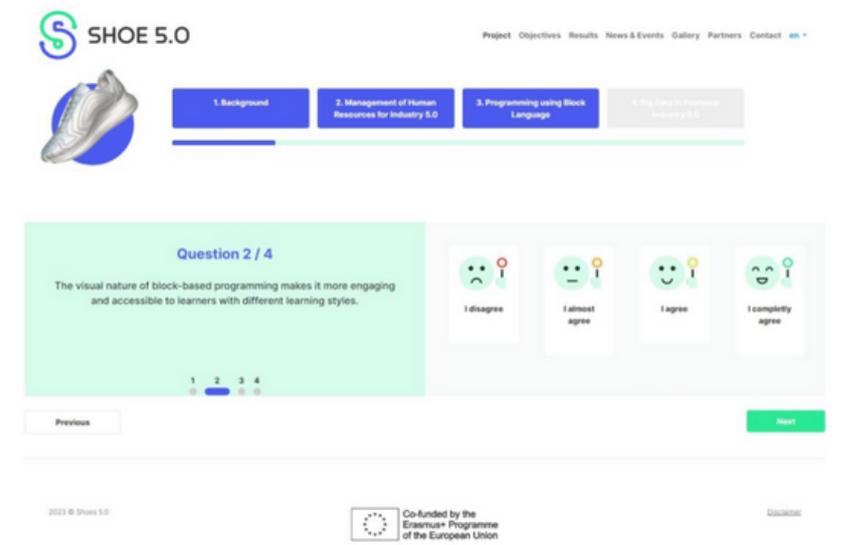

Figure 1. Example of question and options to answer
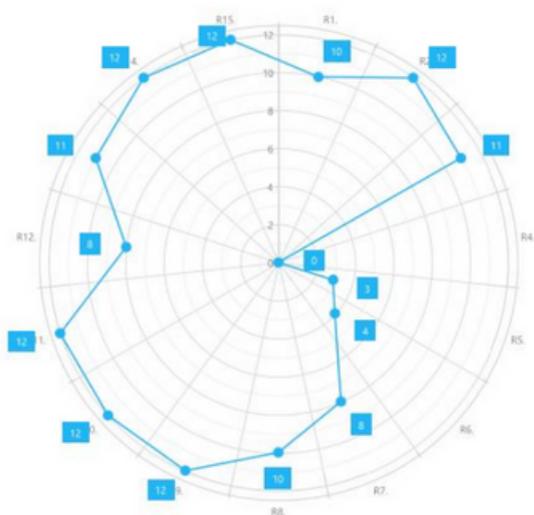
Figure 2. Results from the scanning tool

After the user completes and submits the completed questionnaire, the tool provides an alert on the need for action in each of the quadrants within the spiderweb diagram (Figure 2)

To relate these results to the key profiles identified, a classification system was developed varying from "Not Relevant", "Good to Have" and "Must Have". This is then related to the desired profile and a training path is suggested taking in consideration the awareness level and the need of skills development for each profile.

In this example, if a user selects "Maintenance technician" for the desired profile, he will get a summary table relating his awareness level with the requirements for the profile selected and a suggested training path to obtain the desired knowledge (Table 1 and Table 2).

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Table 1. Relation between the relevance for the ULO for the selected profile, the classification, awareness level and recommendation for training.

ULO	Relevance for Profile	Classification	Awareness Level	Recommendation
Management of Human Resources for Industry 5.0	Not Relevant	10	Solid	Not relevant for the selected profile
Programming using Block Language	Must Have	12	Advanced	Training will complement already existing skills
Big Data in Footwear Industry 5.0	Must Have	11	Advanced	Training will complement already existing skills
Networking & Coworking	Nice to Have	0	Minimal	Training very recommended for the selected profile
Product Traceability and Supply Chain for Industry	Not Relevant	3	Minimal	Not relevant for the selected profile
AI in Footwear Industry 5.0	Nice to Have	4	Developing	Training very recommended for the selected profile
Manufacturing i5.0	Must Have	8	Solid	Training essential for the selected profile
Co-innovation 5.0	Not Relevant	10	Solid	Not relevant for the selected profile
Corporate Social Responsibility for Footwear Industry 5.0	Not Relevant	12	Advanced	Not relevant for the selected profile
Ergonomics and Digital Anthropology	Not Relevant	12	Advanced	Not relevant for the selected profile
Bio-Inspired Materials and Technologies	Not Relevant	12	Advanced	Not relevant for the selected profile
Wellbeing in Industry 5.0	Not Relevant	8	Solid	Not relevant for the selected profile
Circular Design, Smart Materials, and Innovative Processes in Footwear Industry 5.0	Not Relevant	11	Advanced	Not relevant for the selected profile
Management for Technological Changes	Not Relevant	12	Advanced	Not relevant for the selected profile
Ultra and Mass Customisation	Not Relevant	12	Advanced	Not relevant for the selected profile

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Table 2. Example of suggested training units.

Training essential for the selected profile	Training very recommended for the selected profile	Training will complement already existing skills	Not relevant for the selected profile
Manufacturing i5.0	Networking & Coworking	Programming using Block Language	Management of HR for Industry 5.0
	AI in Footwear Industry 5.0	Big Data in Footwear Industry 5.0	Product Traceability in Supply Chain for Industry 5.0
			Co-innovation 5.0
			Corporate Social Responsibility for Footwear Industry 5.0
			Ergonomics and Digital Anthropology
			Bio-inspired materials and technologies
			Wellbeing in Industry 5.0
			Circular Design, Smart Materials and Innovative Processes in Footwear Industry 5.0
			Management for Technological Changes
			Ultra and Mass Customisation

The tool should be used with the trainer/ teacher' guidance and the results analysed with the trainee or student, in order to design the most appropriate training pathway together. The trainer's role is crucial when the user does not want or need to follow the entire course/qualification.

The tool will redirect the user to a page where all the modules are described, so that he understands what he can find in the Shoe 5.0 contents.

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PROJECT PARTNERS

Gheorghe Asachi
Technical University of Iasi
(TUIASI)
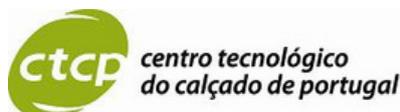
Politecnico Calzaturiero

PROJECT COORDINATION

Project Leader

Capital Humano Edit Value, Lda
www.editvalue.com
Praceta João Beltrão n.º 16 4715*286
Braga (Portugal)

Communication

CEC - European Footwear
Confederation
www.cec-footwearindustry.eu
Square de Meeûs 37
1000 Brussels (Belgium)

SHOE 5.0

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