

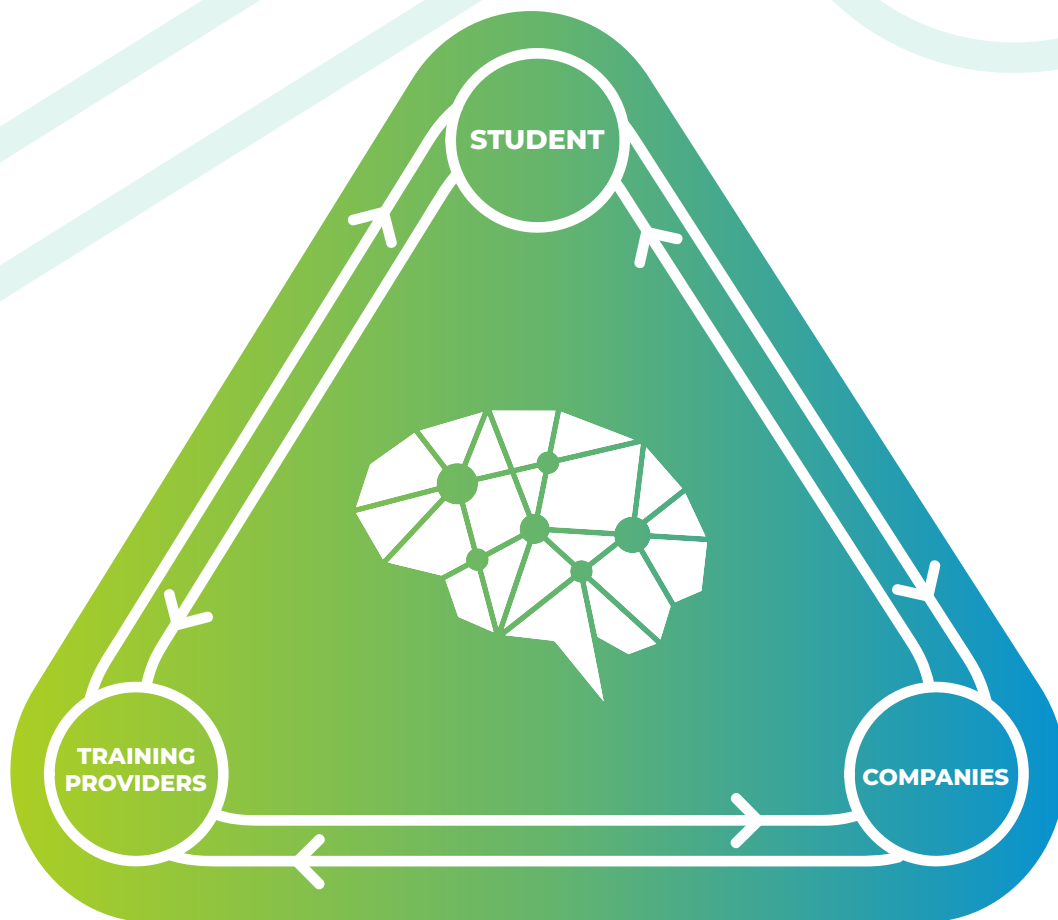
# Recommendations on how to develop soft skills for Industry 4.0



FIT FOR 4.0  
2019-2022



FIT FOR 4.0



## Are you fit for Industry 4.0?

For more than three years, Erasmus+ project Fit for 4.0 has been working with defining competences, setting up self-assessment tests and constructing MOOCs to help teachers and trainers get ready for the new paradigm. Technology is of course an important driver in Industry 4.0, but we believe that soft and horizontal skills are equally important, if you are to take active part in the industrial transition.

But it is not just the training providers who need to adapt to the changes, we believe that to successfully meet the demands of the future industry, the whole triple helix of trainers, companies and students need to be involved. These are our recommendations to them on how to get fit for Industry 4.0.



# TRAINING PROVIDERS & TEACHERS

## Organization

- Increase the amount of structured training/further education for teachers/trainers, such as work life training in industry for trainers on a regular basis
- Foster close cooperation with several companies, regarding projects and internship for students, relevant training, training material and technology, equipment and experts from companies for relevant content, soft skills
- Create cross competence teams and diverse groups
- Ensure management support in providing enough resources for training and adopting methods
- Be “smart” in adapting local curricula faster than national agencies/ministries do, nevertheless remaining in the regulatory framework
- Strive for inclusion of soft skills and i4.0 in the curriculum

## Mindset

- Invite students to step-by-step take responsibility for their own learning process, such as giving clear information of the study path, creating an environment where its OK for students to make mistakes/fail, break down content in smaller parts with reachable goals where the teacher checks regularly and encourage students through badges, give continuous feedforward (instead of feedback)
- Work with quality assurance as the mindset
- Encourage more creativity and open mindedness, such as using change management, openness to change
- Create a share culture both within and outside the organization
- Student-centered approach, such as adapting teaching methods to individual when needed, create time for interaction and individual feedback for example through ICT (like videos, interactive platforms, AI, and gamification)

## Method

- Embrace methods which will evolve students’ soft skills, such as project based learning, real-life learning, using agile methodology
- Be proactive and embrace methods which will evolve content, such as the self-assessment and MOOCs

# COMPANIES



## Organization

- Foster close cooperation with training providers, regarding projects and internship for students, relevant training, training material and technology, soft skills
- Increase the amount of training/further education for teachers/trainers, such as work life training in industry for trainers on a regular basis
- When taking students in, train mentors who are prepared to receive the students and show a broad picture of the work life situation

## Mindset

- Student-centered approach
- Employeeship: Invite co-workers to take the responsibility for their development and learning process

## Method

- Use self-assessment and MOOCs in the company learning organization



# STUDENTS

## Mindset

- Openness to taking responsibility of the learning process, such as being active in class, setting realistic and clear goals, displaying curiosity, ask questions, think critically, open to change (adaptability and flexibility), realizing learning does not only happen in school
- Give continuous feedback to training providers and companies

# Do you want to learn more about how to get fit for Industry 4.0?

On our [web-page](#) you will find all the output from the project, including a self-assessment test and seven MOOC's to help you get started. Here you will also find a longer report on the findings from Fit for 4.0.



## FIT FOR 4.0

Co-funded by the Erasmus+ Programme of the European Union



## PARTNERS



