

Newsletter December 2020



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USWE Final Results

The Analysis of the State of the Art for upskilling and reskilling shipbuilding workforce in Europe, the Forecast for Shipbuilding 4.0 Report and the Descriptions of the 25 professional sectoral profiles are among the most interesting results of the USWE project.

The added value is that three types of descriptions have been developed for three different objectives. There is a description oriented to **EU shipyards**, useful for the recruitment of qualified labour. There is another description whose purpose is to be the basis of the curricular designs of new **training offers**. The third description is intended to be used to reinforce the **image and attractiveness** of the sector among potential workers in European shipyards, that is, students who are currently in vocational education and training centres.

Sectoral VET Profiles for Shipbuilding, repair and conversion



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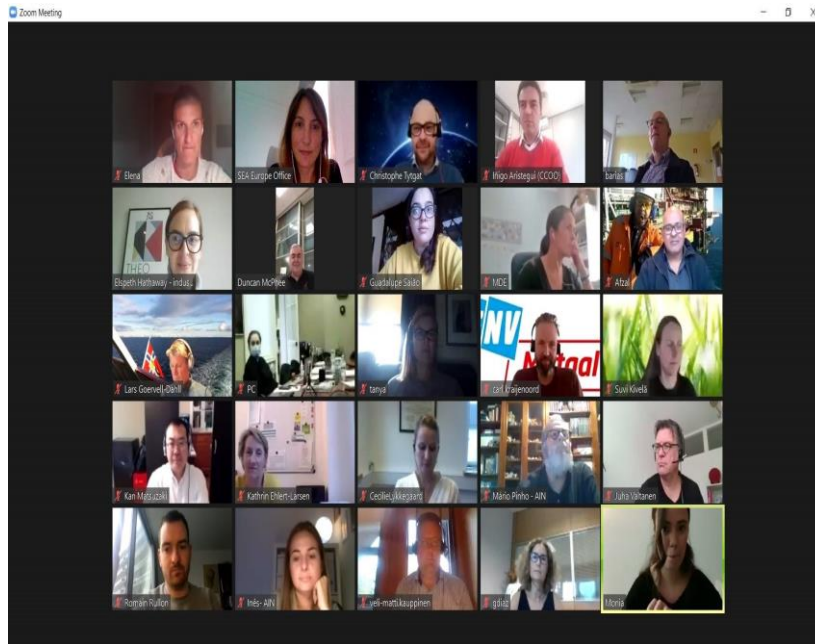
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USWE project

This project aimed at detecting the **skills gaps and future skill needs** in the shipbuilding industry, including its supply chain: newbuilding, repair, maintenance and conversion of vessels, on-board equipment, and other maritime structures such as offshore platforms. The project started by analysing existing data previously collected by diverse agents of the sector through different initiatives. The project reviewed social trends in economy, demography, and the challenges caused by industry 4.0, the increasing digitalisation of the manufacturing processes and the new KETs and their potential impact on growth and employment in the sector.

Based on the acquired knowledge and analysis, the partnership elaborated an updated **list of occupations and corresponding skills**. Technical, transversal, digital and green skills have been the focus of this project.

These profiles and skills have been **validated by sectoral experts**, focus groups and professionals. Once there was a consensus on the final list of occupations and skills, they were sent to ESCO and supported with further recommendations for stakeholders and policymakers.



USWE Multiplier Event

USWE Project Members held their Online Multiplier Event IN November 2020. they had the opportunity to disseminate the project main results and recommendations to the 70 attendees of the event.

MEP **Izaskun Bilbao** opened the conference by showing USWE Project as an example of what can be achieved in Europe through the social dialogue.

Four other relevant speakers expressed their views on the skills needs in the sector:

- **Tiina Perho**, Chair of the CPMR's Group on Maritime Industries,
- **Ingo Giese**, Head of HR Development & Recruiting, Thyssen Krupp Marine Systems
- **Anne Domaizon**, HR Development & Transformation Director at Naval Group
- **Florin Spartaru**, President of Anconav and HR & Corporate Affairs Director at Damen Shipyards.

Jude Kirton-Darling, Deputy Secretary General of industriAll Europe and **Christophe Tytgat**, Secretary General of SEA Europe, put an end to the event, vowing to continue with the collaboration in future projects

Key Recommendations

The key recommendations of USWE Project deal with the following topics:

- EU Pact for Skills
- Enhance cooperation on skills
- Regional approaches
- Worker-led: Upskilling and Reskilling
- Sectoral Skills Analytics Framework
- Observatory of the Sectoral Skills
- Digital tools
- Curricula update
- Training providers
- Attractiveness of the Sector
- Mobility of shipbuilders



USWE VET PROFILES



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