



PRESS RELEASE

USWE PROJECT WORKSHOP CADIZ

Industry 4.0: new technologies demand new skills

USWE project partners call on employers and employees to work together to meet the challenges of Industry 4.0.

Cadiz, 11 December 2019

Stakeholders in the maritime technology sector came together in Cadiz for the second workshop of the the EU-funded project “**Upskilling Shipbuilding Workforce in Europe**” (USWE). Around 40 people representing workers, employers, VET providers and universities came together at Navantia’s shipyard in Cadiz to discuss future technology and in turn the future skills needed for the maritime technology sector.

Presentations focused on the development of industry 4.0 in the maritime technology sector and new technologies such as 3D printing and cybersecurity. These new technologies are fast approaching, and it is **paramount that the current workforce is upskilled to meet these changes.**

Fernando Gamboa, a Naval Engineer for the Smart Factory and Supply Chain at Navantia, said:

“Industry 4.0 is vital for the future of the sector. Navantia is creating smart factory lines using intelligent labels, robotics and additive manufacturing, we are even creating drone prototypes for quality control inspections of cranes. There are a huge range of possibilities and it is crucial that we embrace Industry 4.0 to produce the most complex and high-tech vessels on the global market.”

Participants agreed that changes in technology mean that training for workers is essential. Acquiring a relevant knowledge about the shipbuilding process remains extremely important and time consuming and as such current workers should be upskilled to retain sector specific knowledge on the shipyard.

Concerns about the ageing workforce and the challenge of attracting young people to the sector exist in various countries. Stakeholders agreed that both current knowledge transfer and identifying new skills needs are important and as such, retaining staff by developing employees and updating education and training for new workers was promoted as a positive step.



Tanya Hennebry, from Unite the Union, who presented an example of good practice in the workplace said:

*“The UK’s **Craft to Draft Programme** is a great example of employers and trade unions working together to upskill their workforce. Encouraging and enabling blue-collar workers to receive intensive training and support to become **digital designers, detail planners or quality engineers** has improved the retention of employees and has helped meet the skills needs of the company while also investing in the future of workers.”*

The USWE project will continue to work with stakeholders in the maritime technology sector to identify the main profiles and skills required both now and in the future to ensure that the sector can meet the challenges of Industry 4.0.

The next workshop will be organised in Brussels in March 2020 (further details to be announced).

Ends.



11/12/2019 2nd USWE Workshop in Cadiz, Spain

Notes for the editor:

*The USWE project, which was initiated by the **European Sectoral Social Dialogue Committee for Shipbuilding**, aims to support industry and workers in adapting to **industry 4.0 technologies**. The USWE project brings together industry, workers' representatives and education providers to analyse the impact of technological change in existing occupations and to anticipate future skills needs.*

*In order to carry out this project the European sectoral social partners, **SEA Europe** (Shipyards' & Maritime Equipment Association of Europe) and **industriAll Europe** (European Trade Union) have teamed up with **TKNIKA** (centre for innovation on VET) and **Turku University of Applied Sciences**.*

*One objective of the project is to **identify skills gaps and anticipate the future skills needs** arising from the impact of new technologies in the so-called "Industry / Shipyard 4.0", but the project also aims to find ways to bridge the skills gap at European level by improving workers' mobility across Europe. The eventual aim is to aid in the creation of further joint design of educational programmes providing solutions for industry-led demand for skills and competences.*