

# **Expression of interests for subcontractor launched by the EU ERASMUS+ Project A.U.T.O. 4.0**

## Overview

Innovazione Automotive e Metalmeccanica Soc. Cons. a r.l. as applicant of AUTO 4.0 (Understanding and Achieving Automotive Training Outcomes 4.0) Strategic Partnership, EU funded Erasmus+ (*Project Number 2017-1-IT01-KA202-006187*), seek submissions from suitably qualified training course providers for the provision of a classroom-based training course on Technology Roadmap. This is an open procedure regarding the training of cluster and VET providers/specialists managers in the specific fields of skills and technologies foresight in the automotive sector.

## Short description of project AUTO 4.0

The digital transformation is radically changing the market and the nature of work. Future jobs will require a wide and cross-sectorial set of basic, soft and technical skills that current VET systems are not able to provide today. Automotive sector plays a key-role in Europe and this role is growing continuously. Automotive workers must be prepared in facing emerging needs coming from competitiveness. Several reports and studies on Industry 4.0 highlighted that there are many gaps in levels of competences and certification of workers. In the automotive sector the critical point lies in the fact that it is not clear which will be competences required in 3/5 years, which will be job-profiles needed by companies. That could slow down or even block the transformation underlined in Industry 4.0 with relative negative impacts (decreased competitiveness of automotive sector, considerable growth of unemployment).

Some attempts in anticipating skill needs have been already carried out. But here the project aims to tackle the problem from a new perspective. The problem that this project aims to face is that information provided are still at a general and undefined level that doesn't allow to pinpoint detailed and specific training contents.

Two simultaneous needs come to light:

- to know in details key-soft skills and new jobs needed from companies in order to realise Industry 4.0 changes.
- to understand which are the specific needs for an effective re-training of workers to be done in advance respect to real necessity.

Specific objectives:

- developing and testing of a method able to clarify and describe in details 4.0 key competences and job-profiles used by companies belonging to clusters involved;
- inducing conscious choices about re-training and career steps by workers involved;
- creating OERs useful to develop key-competences for workers and strategic for Industry 4.0 transformation of supply chain involved.

Project target group is 200 qualified workers, vulnerable but "re-trainable" respect to 4.0. They can keep or increase their employability level by expanding their set of skills.

Intellectual Outputs expected: IO1 European Automotive Technology & Skill Foresight 4.0: it contains description of key-soft competences in Automotive 4.0. IO2 European Automotive 4.0 cross-skills open education resources: it is a set of OERs useful for automotive qualified workers

to develop 4.0 cross skills. Expected activities are: 1) foresight of key-cross competences in Automotive 4.0 through the use of innovative methodology Technology & Skill Roadmap. 2) development of career guidance and 4.0 OERs tools. 3) test and evaluation of career guidance paths and updating by using 4.0 OERs on online platform. The methodology is based on a system process who draw an evolutive loop. That, moving from Technology & skill 4.0 needs foresight, help workers and companies in taking 4.0 training decision and in implementing 4.0 re-training actions.

The project provides positive impacts first of all on automotive qualified workers who will develop their sustainability/employability according 4.0. Secondly it provides positive impacts for clusters that will be able to realise 4.0 transformation and for VET providers who will increase their ability to promote employability according 4.0 revolution.

## **Strategic Partnership**

In AUTO 4.0 strategic partnership are involved the following partners:

1. Innovazione Automotive e Metalmeccanica Soc. Cons. a r.l. **IT (companies cluster)**, the Applicant (*short name IAM*);
2. Ilmiolavoro srl **IT (VET Provider)** (*short name IML*);
3. DEKRA Akademie **D (VET Provider)** (*short name DKR*);
4. Steinbeis GmbH & Co. **D (R&D Automotive)** (*short name STB*);
5. Automotive Intelligence Center **SP (companies cluster)** (*short name AIC*);
6. HETEL **SP (VET Provider)** (*short name HTL*);
7. Northern Automotive Alliance **UK (companies cluster)** (*short name NAA*);
8. Kzn solutions Ltd **UK (VET Provider)** (*short name KZN*).

AUTO 4.0 will be implemented by a strategic partnership involving:

- a group of European organisations in charge to manage clusters and network of automotive companies (AIC, NAA, Dekra) led by the applicant IAM;
- a group of VET providers (Dekra Akademie, HETEL, KZN Solutions) running in automotive sector
- two specialised VET providers (ilmiolavoro and Steinbeis) with expertise on Industry 4.0 implications of competences and human capitals of companies.

This strategic partnership wishes to select an expert(s)<sup>1</sup> with specific knowledge in foresight, future scenarios integrated with strategic and/or technology roadmapping, value strategy to provide the appropriate training in line with the requirements indicated in this document. It is the strategic partnership desire to obtain knowledge and practical skills to design, conduct, and

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<sup>1</sup> Applicants can be either organisations (companies, foundations, etc.) or group of natural persons. In the latter case, applicant is required to submit the proposal with only one leading member, specifying the group members and their specific skills and experience in the subjects of the training contents (foresight, future scenarios integrated with strategic and/or technology roadmapping, value strategy). In case the applicant is a group of natural persons, it will fall under the leading member responsibility the level of performances and results of the other trainers of the group, being him/her the only contracting party responsible for the implementation of the task.

build a Technology Roadmap from which they can aware the future requirements in terms of transversal skills and job-profile in Automotive 4.0 perspective.

The training provider will need to be capable of delivering teachings, best practices, and case studies to deepen the theoretical and practical knowledge of the partners and enable interactive discussion on the challenges of Technology Roadmap and skills foresight/anticipation to unfold. The desired learning outcomes are that the partners leverage the course content and tutorials to enabling automotive clusters in each country to develop the skills needed to build the Technology Roadmap, which will then identify the cross-cutting skills and the job profiles required and related to the evolution of technologies.

## **Required Trainings**

### **Training Unit 1 - Roadmapping**

Learning outcomes: to be able to understand the logic and way of building the Technology Roadmap.

### **Training Unit 2: Technology Roadmap**

Learning outcomes: to be able to use the tools to develop the technology roadmap

### **Training Unit 3: Extract skills from the roadmap**

Learning outcomes: be able to identify the skills needed by the new value streams and technologies developed by Industry 4.0 changes

### **Training Unit 4: Case Studies**

1. Presentation of companies case study of technology roadmap
2. Presentation of a sectorial case study of technology roadmap (optional)

### **Training Unit 5: Group Project work**

Practical application of content learned on the technology roadmap

The partnership expects the supplier to be able to support the participants in the following activities:

- Development practical tools;
- Material Research on Automotive Technological Agendas;
- Planning activities for the development of the technology roadmap in the countries involved;
- 3-month on-line coaching service (helpdesk by e-mail) designed to support partners in the development of their Technology Roadmap;
- Assessment of learning.

## **Required Experiences, Qualifications and Skills**

It is essential that the training provider or the members of their team has considerable knowledge and experience in foresight, future scenarios integrated with Strategic and/or Technology roadmapping, value strategies provided and applied mainly for big companies (more than 400 workers).

Other qualifications and skills required for providers team members are:

- Fully proficient in reading, writing and understanding English;
- Experience of delivering the training units according to AUTO 4.0 Strategic Partnership training units contents

## **Required Methodology**

The successful expert(s) are expected to create a two-fold methodology combining a theoretical and practical approach allowing attendees to learn about real solutions to real problems.

The training will be made of three parts:

- a classroom-based training;
- case studies analysis;
- project work/practical laboratory.

## **Duration, required date and location for classroom-based training:**

The training activity will have a total duration of 40 hours (five consecutive days). The training will take place in Lanciano (Italy) from 9<sup>th</sup> to 13<sup>rd</sup> October 2017.

In case of unexpected events, the coordinator reserves the right to change location of the training; should this be necessary, the new location will be communicated to the trainer(s) no later than 5<sup>th</sup> October 2017.

## **Number of participants**

The total number of participants will not be more than 20 people. Members of Italian automotive companies could also participate.

## **Language:**

The language of the course will be English.

## **Training Materials:**

The successful training provider(s) will be responsible for developing all the necessary support material to be used during the training programme. The AUTO 4.0 partners will receive a copy of the training materials at the end of the training programme.

### **Training certification for consortium:**

The successful training provider(s) is required to award certificates on completion of the training programme to the training participants.

### **Contracting Authorities:**

As applicant Innovazione Automotive e Metalmeccanica Soc. Cons. a r.l. will be responsible for contracting the training provider for AUTO 4.0 strategic partnership. A contract will be signed with the supplier who will produce the best project.

### **Value of the contract, Terms and Payment:**

The amount available for carrying out the training activities is € 6,666,00. The amount paid to the training provider shall be gross and inclusive of all associated costs such as social security, income tax, VAT, travel and accommodation costs and any other expenditure. Payments will be made in Euros:

- 80% at the end of in-classroom training;
- 20% at the end of three months on-line coaching.

### **Evaluation criteria:**

The evaluation will be based on cumulative analysis from all the four partners and will be weighted on the following criteria:

- Qualifications, expertise and experiences: max 30 points
- Technical merit of the offer: max 70 points

Total maximum score is 100 points.

The applicants will be selected on the basis of the highest score obtained. In the case of a tie, the applicant with a best technical merit obtained will be awarded. The evaluation of the offers received will be performed by an Evaluation Committee appointed by IAM soc. cons. A r.l. made up of members belonging to the Italian partners.

### **Application procedure:**

Interested applicants must submit the application documents by email to Federica Rossetti (Project Manager IAM) ([frossetti@innovazioneautomotive.eu](mailto:frossetti@innovazioneautomotive.eu)) not later than **12<sup>th</sup> September 2017**. Application documents are expected to contain the following information:

- A Letter of Interest, containing personal contact details of the expert(s)/provider(s), brief summary of the required relevant experiences indicated above (foresight, future scenarios integrated with Strategic and/or Technology roadmapping, value strategies).
- CV of the expert(s) or trainer team member(s) that will be delivering the training.
- Other relevant information to prove the required qualifications and skills of the expert(s) or trainer team member(s).

- Detailed program of the training with detailed proposed content, methods, tools and duration for each training unit in a "power point" form.
- In case of natural person, a declaration of honour regarding personal availability to deliver the training and associated activities in the indicated dates. In case of an organisation, the declaration must be released by the nominated trainers.
- For all the trainers, declarations of honour stating the absence of any convictions.

All documents and information provided could be in English or in Italian language.

All the information must be included into 1 single document, not exceeding 20 pages, to be sent in pdf format.

### **Contact details:**

Federica Rossetti

Project manager IAM

Santa Maria Imbaro, Via Nazionale, snc

Phone: +39 0872660338

Email: [frossetti@innovazioneautomotive.eu](mailto:frossetti@innovazioneautomotive.eu)

[www.innovazioneautomotive.eu](http://www.innovazioneautomotive.eu)

Any request for clarification must be sent by standard electronic communication to the e-mail addresses indicated above. The answers will be published on the project dedicated page on the IAM website ([www.innovazioneautomotive.eu](http://www.innovazioneautomotive.eu)). The applicant and any experts who have applied will receive a notification email directing them to the website for explanation/clarity. This will be displayed until the deadline for applications has expired.