Workshop
WS5 INDUSTRY, INNOVATION AND E&T 4.0

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• Director of Ylä-Savo Municipal Federation of Education/ Principal of Ylä-Savo Vocational College
• http://www.ysao.fi
• https://www.youtube.com/watch?v=3LPa-NYWcrM
• 50 years old (young)
• McS in Computer Sciences, vocational teacher, several other trainings/diplomas
• Career:
  • director or manager positions in several fields in Vocational education,
  • Regional and national development tasks in public administration and business life.
• Member of several boards and workgroups
• Interested in project management, quality management, knowledge management, anticipation and anticipation models and organisation development
• Hobbies: Golf, music, travelling
WS5: INDUSTRY, INNOVATION AND E&T 4.0

• The world is changing, and it’s changing faster than we may notice
• New technology and new innovations are bringing new needs for education and training systems
  • How we can stay “updated” all the time
  • How we can guarantee that the skills we teach in colleges are still valid after our students will graduate
  • How we can develop our national or school curricula so that goals, content and ways of teaching are still valid when our students will
    • start their studies and when they
    • will finish their studies?
• How we develop our own skills in order to respond of the rapidly changing needs of working life?
Studying/teaching (VET)

1930 - 1940
or 2019

1950
or 2019

1989
or 2019

Unleash your skills
What next?

Unleash your skills

2030
The main areas in which to take action with Industry 4.0 solutions

New business models:

- Products are ordered via internet
- Orders are handled by AI-applications
- Productions is managed by people and AI-applications
- Products are produced mainly by robots and intelligent production lines
- Products are packed by robots
- Products are transfered by intelligent transfer systems (with help of people)

Change of professions and work!!
Example:
Changing needs of knowledge – Industry 4.0

Grey = today’s competencies of a maintenance technician
Blue = future competencies in industry 4.0

Unleash your skills
Question for audience

• If the industry requires employees to be able to operate according to Lean models →
• How many VET Colleges are teaching Lean ideology to their students?
• How many VET Colleges are using Lean models in their own daily management/operations/activities?
• Should we do something?
Time problem (in some countries :-)

- Updating or building up the new curricula (national level) 1-2 years
- Decision making (official hearings, decision) 2 – 6 months
- The curriculum will come into effect on 1.8 or 1.1 0 – 6 months
- First student starts 2 – 3 years
- First student graduates

Total time from start to finish from little over 3 years to 6 years
Normally total time is from 5 – 6 years

Unleash your skills
More problems

When a new profession enters to labour market
- By technology innovation
- By new business innovation
- By some other reason

It takes normally several years after the official education system can produce people who have an official diplomas of that sector.

Of course people who wants to work on the new sector will get their training somewhere (learn by themselves, are teached by companies, etc..) → will this effect on “official” training systems?

Official training systems are mostly financed by public funding → Public funding is usually connected to official curricula and official diplomas.

→ Public education systems are in many cases too slow to fullfill the new needs for the new professions.

If the world is changing faster than traditional VET systems and training organizations can change → who will train the people?

Should we do something?
A report on the future of work by the World Economic Forum


• A report on the future of work by the World Economic Forum underlines that anticipating and managing expertise needs are becoming increasingly important.
  • They estimate that up to 65% of children starting their school this year will end up working in occupations and tasks that do not yet exist today.

• The core of many academic degrees is rapidly changing. For example, by the time of graduation, up to 50% of information received in the first year of a four-year technical degree may have become outdated.

• The report also states that up to a third of the core competencies linked to most occupations may change by the year 2020.
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A report on the future of work by the World Economic Forum: Impacts

• Rapid changes in professions and industries mean that degrees no longer match the skill requirements of the work markets and cannot ensure a successful professional career or even full-time employment.

• Degree curricula need to be radically renewed increasingly often, if the goal of degrees is to meet the needs of societies, organisations, and individuals.

• If supply and demand do not genuinely meet, completing outdated and unnecessary degrees may prove expensive for societies and individuals alike.

• In case degrees are replaced by certificates and practically proven qualifications, what happens to educational institutions, the teaching profession, university research, and academic general knowledge?
How we can forecast what might happen?

• One possible tool
  • Futures Platform
    • phenomenas/trends
    • Radars
One definition of Industry 4.0 (KPMG): Industry 4.0 (Industry 4.0, i4.0) is a term used globally to describe an ever-expanding entity of objects, Internet of Things (IoT)-based technologies, artificial intelligence, augmented reality, advanced analytics, and advanced automation.

Industry 4.0 is not just about a particular technology. It is about doing business and its performance, catching up with and gaining competitive advantage. The next challenge is how to find pragmatic and effective ways to make products and deliver services even better, faster and safer, and more responsibly, and how we can develop completely new products and services — and thus generate broad added value for your investment and create a sustainable competitive edge.

This opens up opportunities for organizations to reflect on key challenges such as:

- Is our operational model appropriate?
- How can we increase our market shares?
- How can we improve productivity without increasing costs?
- What new services can we develop?

The Fourth Industrial Revolution is now underway and nobody knows exactly what it really means and how far its impact will extend.

Subgroup 1: Organisational change
Subgroup 2: Technological change
Subgroup 3: Global Change
Subgroup 4: Societal Change
Subgroup 5: Industry change

What are the main trends concerning leadership, management, workmodels, etc.?
How they change the way we should work in the colleges

What are the major changes in technology and what are the effects in Vocational...

What is happening in global scale and how change will change teaching (big things)

What are the main changes in society and how they change learning — how they change teaching (big things)

What are the main changes in industry and how they change VET

What are the main changes in industry and how they change VET

All together
How the profession of the teacher will/should change
How we ensure quality of trainers? How it affects to our workmodels and our colleges / VET system.

Combining the proposals and findings. Discussion about the findings and proposals — common understanding!

Azores conference 2019
EfVET conference 2020
Working in groups (3 groups)

• Task 1:
  • What are the main steps we need to take “to survive” in rapidly changing world?
    • What must be changed in VET system
    • What must be changed in VET colleges
    • What must be changed in individual level (teachers, managers, etc..)

• Task 2
  • What is needed to take those steps?
    • How we change the things which must be changed?

• 45 minutes time for discussions
• Presentations to others
• Common discussion
  • All aspects
  • 1 key message
Thank you!

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