

Welcome



INNOVATIVE
SKILLS
for an
old vocation

ISOV

ECER

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old vocation



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Agenda

-  Frame data and partners
-  Motivation
-  Approach and research questions
-  Methods
-  Chosen findings

Frame data

- 🏢 Decentral Erasmus+ project (via BIBB/NA, DE)
- 🏢 Running from 11.2024 – 10.2027
- 🏢 3 countries: Portugal, Romania, Germany

8 Partners:

- Coordination: ITB Uni Bremen (DE)
- Shoe competence centres in PT (CTCP), DE (ISC/PFI), RO (TUIASI)
- Companies (Deichmann (DE), Carité (PT), Condur by alexandru (RO))
- VET-school in PT (CFPIC)



Motivation + Approach

- 📄 (Research) papers are full of expected impacts of digitalisation, globalisation and sustainability on skilled work and VET
- 📄 Among the worst:
<https://job-futuromat.iab.de/en/#top>
(Enter: Industrial foreman - shoe production)
- 📄 Basis approach of ISOV: Qualitative analyses in the real world.

Research questions

- RQ1: Which are the (sub-)dimensions of the three trends that could influence skilled work in one of the 18 Spheres of Activity (SoA)?
- RQ2: Which of these (sub-)dimensions have a concrete impact on any of the 18 SoA?
- RQ3: Which of the 18 SoA are affected most by the (sub-)dimensions – and how?
- RQ4: Can corresponding Continuous VET (CVET) courses close the gap between current skills of employed colleagues or job-seekers and future requirements?

Methods

- ⌞ RQ1: Basically desk research to figure out the potential dimensions.
- ⌞ RQ2: 9 Expert-workshops (EWS) to investigate the concrete impact of the sub-dimensions on each of the 18 SoA.
- ⌞ RQ3: Two additional EWS have been conducted, to figure out the 12 SoA which are affected most by the trends – and how.
- ⌞ RQ4: For the 12 SoA chosen, training manuals have been developed and peer-reviewed. Design-based research (DBR) is applied: Currently the courses are piloted, evaluated and will be -if needed- piloted again.

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Chosen findings

- ℵ RQ1: ~60 sub-dimensions of the “mega-trends” (https://isov-project.eu/wp-content/uploads/2025/07/WP02_A01-EN.pdf)
- ℵ RQ2: “White collar” jobs are much more influenced than “blue collar” jobs.
- ℵ RQ3: Details next slide.
- ℵ RQ4: Pilots just started – hoping to report findings on the ECER 2027 in Debrecen.

Chosen findings RQ3

SoA	RO	PT	Σ
Cutting	2	8	10
Stitching	3	8	11
Lasting	1	9	10
Assembly	3	8	11
Finish	2	9	11
Design	10	14	24
Production Planning	6	8	14
Technical Development	4	14	18
Training Management	4	13	17
Maintenance Management	5	11	16
Quality Management	3	10	13
New Materials	5	13	18
Supply Chain Management	6	8	14
Social Responsibility Management	3	6	11
Sustainability Management	6	12	18
Environmental Management	4	9	13
STEM	6	10	16
Health and Safety at Work Management	5	7	12

Thanks for your attention, questions and comments!



Now – or later:
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[https://isov-
project.eu/](https://isov-project.eu/)

