

Project details

Duration of the project: 01.12.2016 - 30.11.2019

Project partners***Social partners/national sectoral organizations***

- (1) LINPRA Engineering Industries Association of Lithuania (LITHUANIA)
- (2) Education Network for the Northern German Metal and Electrical Industries, NORDBILDUNG (GERMANY)
- (3) Association of Mechanical Engineering and Metal-working Industries of Latvia (LATVIA)
- (4) Federation of Estonian Engineering Industry (ESTONIA)

Vocational training institutions

- (5) Vilnius Jerusalem Labour Market Training Centre (LITHUANIA)
- (6) North Technical Academy (GERMANY)
- (7) Zemgale Region Human Resource and Competences Development Centre (LATVIA)
- (8) Tallinn Lasnamae School of Mechanics (ESTONIA)

Accreditation, certification and qualification institutions

- (9) Qualifications and Vocational Education and Training Development Centre (LITHUANIA)
- (10) National Centre for Education (LATVIA)

Private companies

- (11) Baltec CNC Technologies (LITHUANIA)
- (12) MTS Mathematical Technical Software Development (GERMANY)



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ERASMUS+ Project
**Industry 4.0 Challenge: Empowering
Metalworkers for Smart Factories of
the Future - 4CHANGE**

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The manufacturing industry is the heart of Europe's economy and the metalworking industry provides about 12% of total manufac-

turing employment in the EU. Studies reveal that there is a pressing challenge for the metalworking sector to attract skilled people to their sector. It will be essential to have qualified workers to develop a competitive position within the EU metalworking sector. Metalworkers operating computer numerically controlled (CNC) machines represent manufacturing's high-tech future and they are in high demand in the EU.

4Change is a project of 12 partners from Estonia, Germany, Latvia and Lithuania with considerable expertise in the development of VET curricula, vocational trainings, support to VET policy reforms and CNC software programming.

Project objectives

The overall goal of the project is to tackle skills gaps of metalworkers and raise their abilities to a 4.0 level, by designing and delivering a new targeted VET program based on the current and future skills demands in the metalworking sector, and to develop a self-adaptive work-based learning system, which contains specific skills on digitalization in the CNC-sector.

The project subdivides into the following partial objectives: comparative analysis of qualification standards, model qualification standard, EQF based model VET program, training material for learners and trainers, e-learning platform with multimedia, new CNC simulation software.

The outcome of the project will have several positive effects:



- ⇒ Meet the demands of the industry for motivated and highly skilled metalworkers, which is expected to lead to an increased competitiveness of metalworking companies in the EU.
- ⇒ Increased metalworker involvement and satisfaction at work through stimulation of their entrepreneurial competences, usage of coaching on the job and enhanced digital skills of both workers and trainers.
- ⇒ Improved VET curricula for metalworkers' occupational profiles with special attention to apprenticeships plus a strengthening of the position and attractiveness of VET systems and policies in the Baltic States in particular.
- ⇒ Promote work-based learning in the form of apprenticeships, by involving social partners, companies and VET providers and hence improve cooperation's between companies and VET providers