

17 February 2021

# 2<sup>nd</sup> ICC City Lab

Day 2 – Thematic workshop on reskilling

1.10 – 3.10pm CET

Niels van der Linden – Capgemini Invent



# Agenda Thematic Workshop Re-skilling

17 February 2021

13.10 – 13.15

## Welcome

13.15 – 13.20

## An update on the Pact for Skills – Mr. Andrei Bunis, European Commission

- **Pori's** pledge to join the Pact for Skills – Ms. Pauliina Harrivaara, city of Pori

13.20 – 14:00

## Designing tailored re-skilling initiatives

- **Espoo's** initiatives tailored for entrepreneurs, reskilling older employees and unemployed young people – Ms. Heli Hidén, mr Pekka Kalenius, ms. Kirsi Eskelinen
- **Cork's** it@cork Skillnet, Ms. Annette Coburn, Network Manager
- Q&A

14.00 – 14.04

## Break

14.05 – 14.50

## Talent shift towards tech and green jobs

- **Nice's Metropolitan Plan to boost employment** – Mr. Camille Torrenti, EU Project Officer
- **Amsterdam's** Crossover-initiative to increase vocational and trade jobs – Ms. Josje Damsma, Director
- Q&A

14.50 – 15.10

## Innovative approaches to skills forecasting and monitoring

- Ms Ave Ungro, OSKA programme coordinator, **Estonian** Qualifications Authority

15.10

## Closing

# Housekeeping rules



The session will be recorded. Please turn off your camera if you do not want to be recorded.



If you have any technical issue, please **contact the WebEx host or co-hosts via the chat or the help desk**

# How to join breakout rooms

1. Click on the participants tab

2. Click on show all breakout sessions

3. Choose a breakout room and click "join"

**Participants (2)** ×

Breakout sessions have started. You can join any session.

[Show all breakout sessions](#)

Q Search

MT Maialen - ICC Team  
Me

t Technopolis Group W...  
Host

## Breakout sessions

Breakout sessions have started. Choose a session to join.

- ✓ **BR 2 - Renewable electricity (0/0)** [Join](#)
- ✓ **BR 3 - Industrial decarbonisation (0/0)** [Join](#)
- ✓ **BR 1 - Renovation and low carbon hea...** [Join](#)
- ✓ **BR 4 - Circular economy (0/0)** [Join](#)

4. If you want to change breakout room click "show other breakout sessions" in the participants tab

5. You will be notified when the breakout sessions are about to end and will be sent back to the main meeting

**Participants (1)** ×

You're currently connected to the **BR 2 - Renewable electricity** session.

⌚ Duration: **02:14** [Ask for Help](#)

[Show other breakout sessions](#)

Q Search

MT Maialen - ICC Team  
Me

An update on the Pact for Skills  
– *Mr. Andrei Bunis*, European  
Commission

Pori's pledge to join the Pact  
for Skills – *Ms. Pauliina  
Harrivaara*, city of Pori



# The Pact for Skills



# The Up- and Reskilling Challenge in Europe

- ❑ Industry is going through an **unprecedented transformation** on a global scale
- ❑ We are witnessing **increasing disparities** between sectors and regions. The crisis has a very severe impact on **SMEs** and **millions of people**
- ❑ A key for recovery is to increase **public and private investment** in up- and reskilling to maximise growth, job retention and new job opportunities
- ❑ Organisation of high-level **Roundtables** by Commissioners Schmit and Breton with key relevant stakeholders covering the **14 industrial ecosystems** identified in the **EU Industrial Strategy**. **Internal Task Force** on Up- and Re-Skilling set up by DG EMPL with all relevant services.
- ❑ For the Commission there is a role as a **cross-border facilitator** implement **reforms** and to mobilise efficiently the **RRF and the MFF** and to achieve **economies of scale**
  - In 2019, the WEF found that in the United States the cost of reskilling was approximately **\$24,800 per person**.
  - It is estimated (PwC) that in Europe investment would need to reach between **€5,000 and €10,000 per person**, if large economies of scale are met.

# PACT FOR SKILLS - OVERVIEW

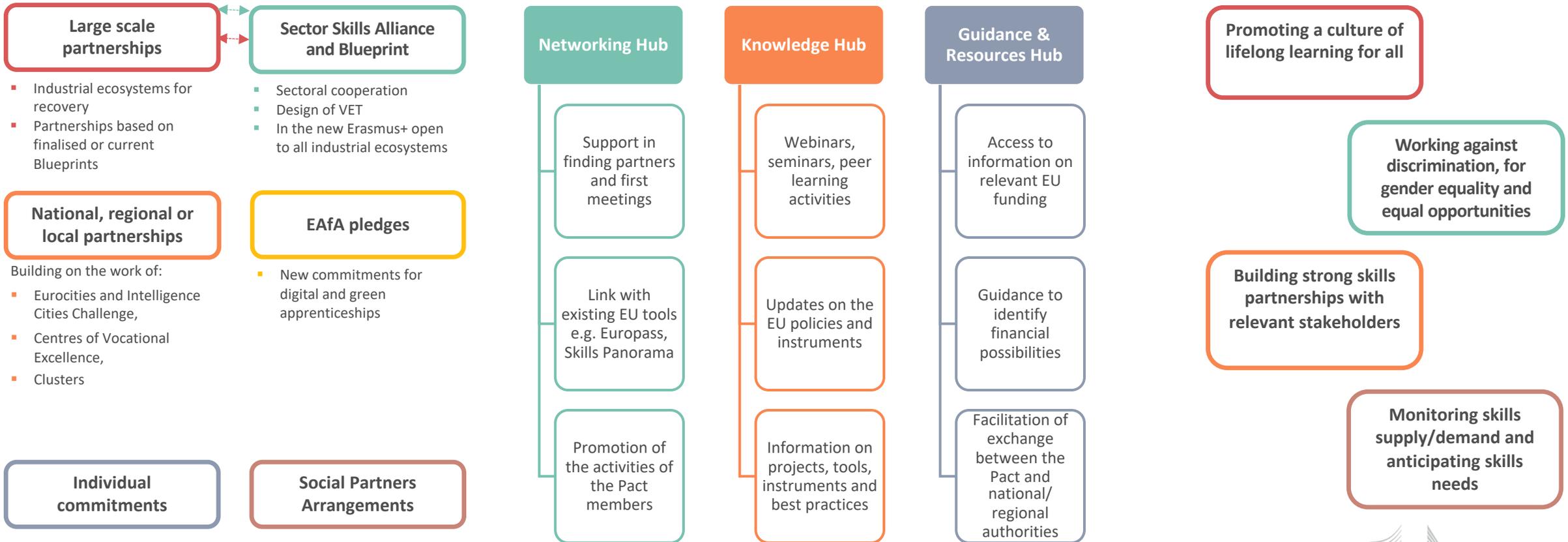
## Demand driven commitments



## Support from the EU



## Upskilling and reskilling for ALL



EU funds managed on national and regional level

# High-Level Roundtables

- Passenger transport and travel
- Hotels, short term accommodation
- Restaurants and catering
- Events, theme parks

- Social enterprises, associations and cooperatives aiming at generating a social impact, often proximity based

- Newspapers, books and periodicals
- Motion picture, video and television
- Radio and music

- Retail sales
- Wholesale connected to consumers

Proximity & Social Economy  
RT

Tourism  
RT

Creative & Cultural Industries

Aerospace & Defense  
RT

- Aircraft production
- Space manufacturing and services
- Defense products and technologies

Industrial Ecosystems

Construction  
RT

- Building of residential and non-residential estates
- Building of roads and railways,
- Building of utilities and civil engineering
- Associated activities

16/03

Textiles

- Production of textiles, wearing apparel, footwear, leather and, jewellery

- Telecommunications
- Software publishing, computer programming and consultancy
- Data processing, hosting, web portals
- Manufacturing of computers, communication equipment and consumer electronics

Digital

Electronics  
RT

- Raw starting materials (semiconductor wafers)
- Semiconductor manufacturing tools
- Design and manufacturing of semiconductor components

RT

Mobility - Transport - Automotive  
RT

- Production of motor vehicles, ships and trains, and accessories
- Their repair and maintenance
- Transport

- Pharmaceuticals and other medical products
- Personal protective equipment
- Medical services, hospitals, nursing homes, residential care

Health

18/02

Agri-Food

- Plant and animal production
- Processing of food

Renewable Energy

Energy-Intensive Industries

- Raw materials
- Manufacturing of products with high environmental impact: chemicals, iron and steel, forest-based products, plastics, refining, cement, rubber, non-ferrous metals, fertilisers, etc.

- Electric motors, engines and turbines
- Electric power generation
- Manufacturing and distribution of gas

 = Partnerships kickstarted  
**RT** = Roundtable done  
 Blue = existing Blueprint





# Pact for Skills

The Intelligent Cities Challenge's approach to skills is closely aligned to that of the Pact for Skills. The ICC also views the upskilling and reskilling of the workforce as a crucial aspect of green, digital and social transformations. **ICC participant city Pori (Finland)** signed the Pact at the launch, showing its appeal to our ICC cities. Cities that take part in the ICC's thematic track on 'upskilling and reskilling', will receive advice on concrete ways to implement skills development from experienced mentor cities and dedicated experts. This will contribute towards ICC plans to create a network of "cities of excellence for reskilling", with the view to develop common strategies and model training schemes among the interested cities. **The Pact for Skills can play an important role in shaping the ICC's efforts to create a skilled workforce for our green, digital and socially equitable cities.**



Espoo's initiatives tailored for entrepreneurs, reskilling older employees and unemployed young people

– *Ms. Heli Hidén, mr Pekka Kalenius, ms. Kirsi Eskelinen, City of Espoo*

# City of Espoo - ICC City Lab 2021

Heli Hidén  
Kirsi Eskelinen  
Pekka Kalenius

Introducing Business Espoo, "young people to work" plan and "Korko project"

A woman with dark hair and glasses, wearing a grey suit and a teal bag, is smiling and looking to the right. She is standing on a balcony or walkway with a railing. In the background, there are modern buildings and a body of water. The overall scene is bright and professional.

**BUSINESS  
ESPOO**

**Helping companies thrive**

Heli Hidén, Development Consultant, City of Espoo, Business Espoo

# Challenges of Business Services

Offering of business services is dispersed over several different public and third sector organizations

Awareness of services among customers is low

Distance to customer is too great

# Solution

The Business Espoo network brings all services under one roof, both physically and digitally

Coordination of communications increases visibility

Focus on the customer

Utilizing City as a Service (CaaS) model in business services

**BUSINESS  
ESPOO**

**ENTER ESPOO**

**CITY OF ESPOO**

**FEDERATION OF ESPOO ENTREPRENEURS**

**BUSINESSESPOO.COM**

**HELSINKI REGION CHAMBER OF COMMERCE**

**UUSIMAA TE SERVICES**

**ENTERPRISEESPOO**

**OMNIA**



# One address, all business services

Start a business



Recruitment assistance

Grow your business



Internationalisation

Competence development



Change situations





# “Young people to work” plan

17.2.2021

Kirsi Eskelinen

Employment Espoo, head of connections (young people)

# What is our plan? We want to halve youth unemployment by the end of 2022

## What that means?

During 2020, the City of Espoo has created an ecosystem model for promoting youth employment.

In the ecosystem, we will simultaneously set out

- 1) to do preventive employment work and
- 2) work to correct unemployment in the age group of young people 15 - 29

The model defines shared goals to be achieved, co-solutions to support success, as well as indicators to verify systemic change and to facilitate impact management.

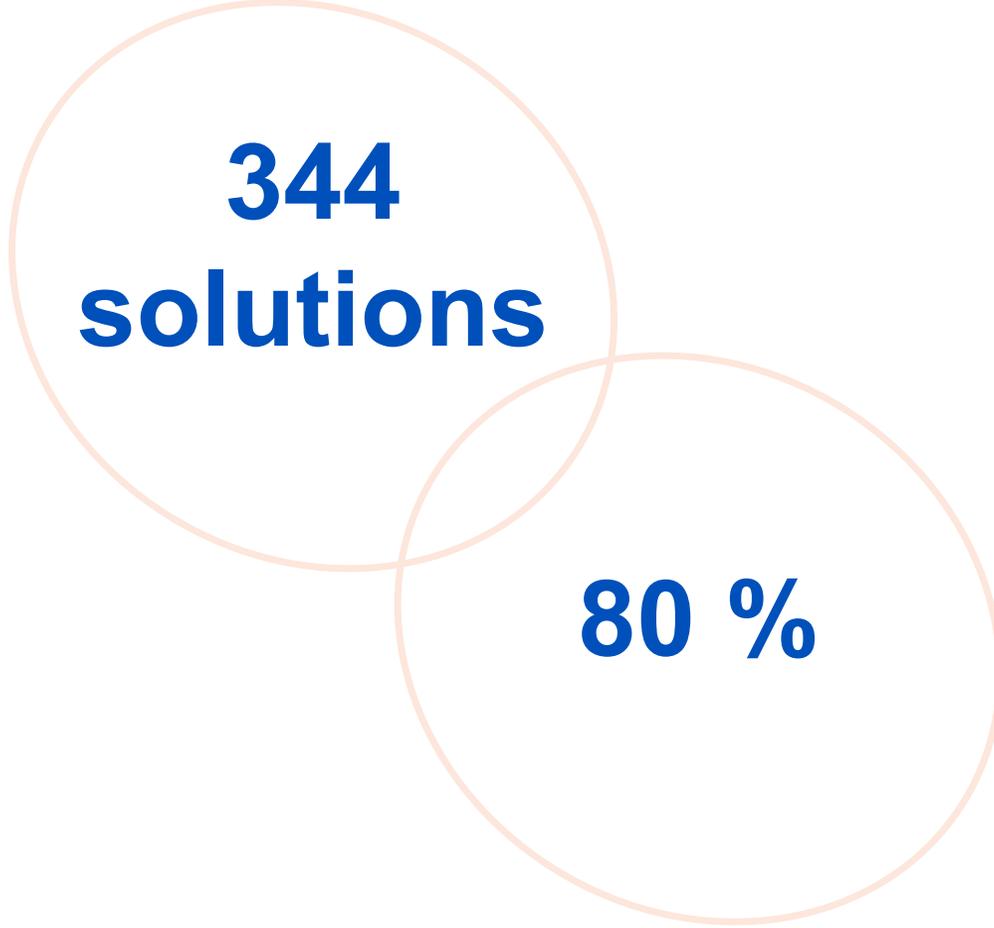


# What is our plan? We want to halve youth unemployment by the end of 2022

**All the services have been created.**

Achieving this goal requires changes in operating models specially

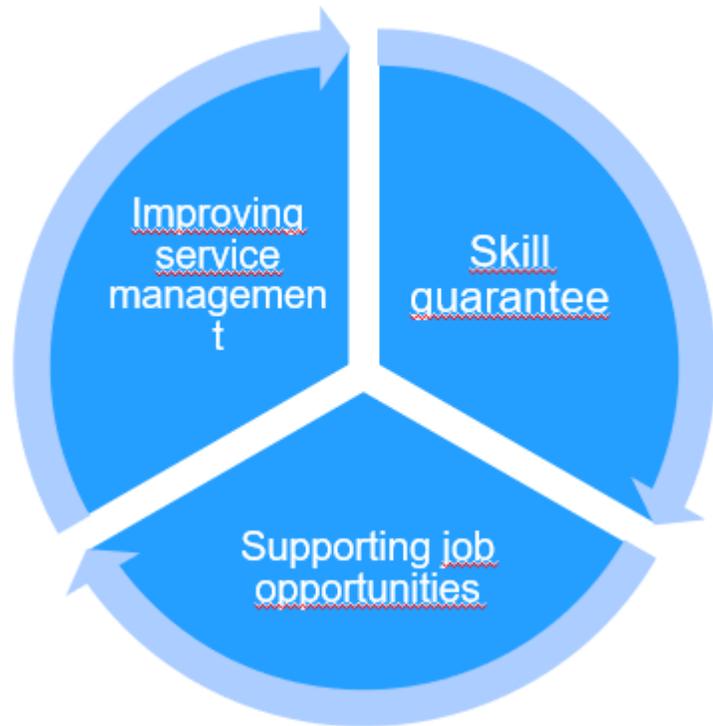
- In low access services
- In support provided in educational institutions
- In providing employment pathways
  
- Early support for individual
  
- In developing and managing ecosystem

A Venn diagram consisting of two overlapping circles with orange outlines. The left circle contains the text "344 solutions" in blue. The right circle contains the text "80 %" in blue. The intersection of the two circles is empty.

**344  
solutions**

**80 %**

# 15 / 344 solutions



## Co-solutions in different stakeholders world

Employment Espoo,  
youth services,  
high schools,  
second degree,  
Omnia,  
social- and health services,  
Te-services

# 15 / 344 solutions



## Management

### Verification of social impact and learning

Monitoring and evaluation plan for social impact

- Statistics (Ministry of Employment and the economy)
- Network map
- Partner Specific indicators
- Youth profiles

Communication

# **Korko Project 1.1.2017- 31.12.2019 (Korko Service 1.1.2020-.)**

**Pekka Kalenius, Business Services Specialist,  
City of Espoo, Business Espoo**

# 821

## Talents

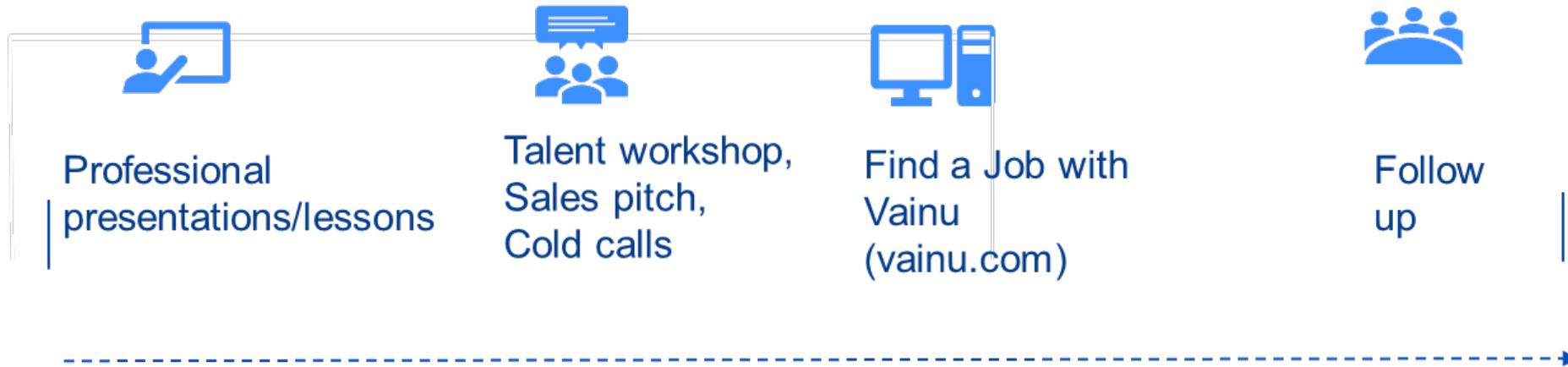
- 324 Helsinki
- 318 Espoo
- 179 Vantaa
  
- 389 women
- 432 men
  
- 283 > 54-years
- 538 > 54-years
- 57 talents by English (n. 7%)

Employment rate 45% (370)

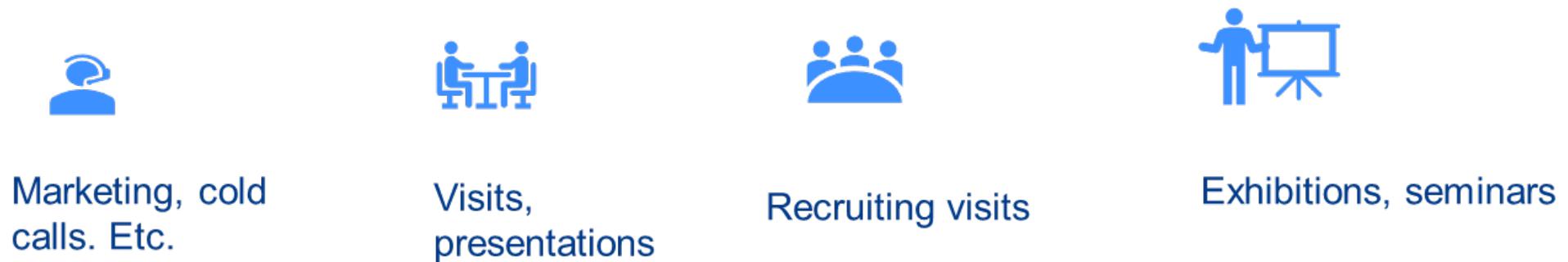
- Espoo 44% (139)
- Helsinki 43% (139)
- Vantaa 52% (93)



## Theme group



## Cooperation with companies



**Korko is permanent service (1.1.2020>)**

**Importance to City of Espoo**

**Virtual actions in the time of Covid-19**

# Thank you!

Contact: Heli Hidén, City of Espoo, Business Espoo, [heli.hiden@espoo.fi](mailto:heli.hiden@espoo.fi)

# Cork's it@cork Skillnet - *Ms. Annette Coburn*, Network Manager





# ICC Best Practice Sharing

Presented by Annette Coburn

17<sup>th</sup> February 2021

# Organisation Structure



## SKILLNET IRELAND

Business support agency of the Government of Ireland

Mandate is to advance the competitiveness, productivity and innovation of Irish businesses through enterprise-led workforce development

'Learning Network' - groups of businesses within the same industry sector or region with similar training needs, so they can receive subsidised training

Funded from the National Training Fund (NTF) through the Department of Further and Higher Education, Research, Innovation and Science

Allocate funding to Learning Networks – 70 throughout country, it@cork skillnet is one of these

## IT@CORK

Established over 20 years ago, it is a leading not-for-profit, independent organisation representing the Tech Sector in the South West of Ireland

The membership base is +200 tech driven companies at various stages of growth from start-up, to SME and MNC. It includes a diverse range of companies from core technology, tech support services, renewable energy, dairy, pharma and retail

## IT@CORK SKILLNET

it@cork Skillnet is a learning network that supports and works with companies of all sizes in the Tech sector in the South West region, to address current and future skills needs through provision of subsidised solutions

The aim of the learning network is to **increase and upgrade skills** to enhance business performance and competitiveness across the Tech sector and beyond. The network has been established since 2013 and in this time has continually developed and expanded its scale and scope



# Our journey



# Funding Strands

## Training Network Programme (TNP) – 55% grant: 45% company matching

Examples of up and re-skilling required by companies in our network

Software Development: Python, Java, C#, Agile, Scrum, Linux, Docker, Kubernetes...

Project Management: PMI PMP, Prince2

Cloud computing: Cloud Service Manager; AWS...

Management Development : IMI Leadership programme (developed in conjunction with it@cork/skillnet); Managing Remote Workers Virtually

Cyber Security: Awareness; Secure Coding for Developers; Gamified interactive platforms – Immersive Labs

Data Science: Oracle; SQL Server; BI Tools...

Sales Management: Inside Sales...

Service Management: ITIL

Testing and QA: ISTQB...

## Skills Connect Programme – for unemployed/people on Pandemic Unemployment Payment (PUP) etc. 100% grant funded

We are running a large Skills Connect Programme – CyberQuest

Iteration 1 – up- and re-skill 250 people in 3 levels Foundation, Intermediate, Advanced

Iteration 2 and 3 (second half 2021 and 2022) 250 people and 500 = 750

Total = 1000 re-skilled at 3 levels

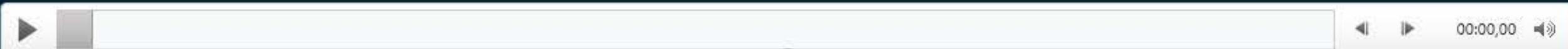
## Future Dynamics Programme – 80-100% funded

Including Action-based research programmes; Development of new programmes in conjunction with business, skillnet and 3<sup>rd</sup> level institute or other training provider

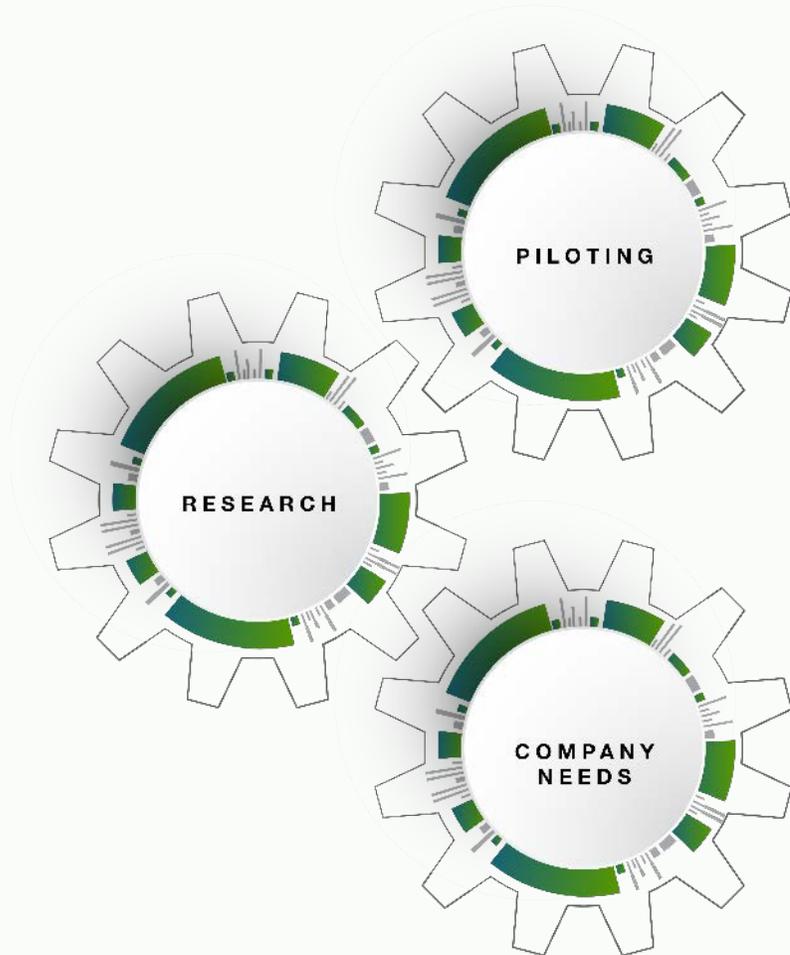
Iteration 1 – up- and re-skill 250 people in 3 levels Foundation, Intermediate, Advanced

it@cork skillnet completing Research Report into Cyber Skills Strategy

[ IT@Cork  
Skillnet,



# Practical Learning



Now is the time to invest in skills and help match companies with the unemployed

Companies need practical support

- Financial
- TNA
- Training Design
- Delivery and Curation

Unemployed need support

- On career planning and skills development
- Blended and agile learning with focus on becoming job ready
- Access to internships and apprenticeships
- Help with access to potential employers

**Need good Collaboration/buy-in from steering group** – need active, committed Steering Group with good representation from across the sector – need to be person who has some say in training budget spend or other influence internally regarding training.

**Need Promoting Organisation to be integrally involved at a strategic level** – you need to ensure that your promoting organisation understands what the Skillnet is doing and is integrally involved at a strategic growth level – having the Chair of the board involved is vital.

# Short Break – back in 5 min!



# Nice's Metropolitan Plan to boost employment – *Mr. Camille Torrenti*, EU Project Officer





# Métropole Nice Côte d'Azur

A Smart and Sustainable Metropole

## Upskilling / Reskilling

Thematic workshop

2<sup>nd</sup> ICC City Lab – 17/02/21

**Camille TORRENTI**

*camille.torrenti@nicecotedazur.org*

# A difficult economic context



- **Difficult economic situation**

- Unpredictable crisis caused by the COVID-19
- A territory that has been hardly hit by the Alex storm

- **Employment is the key**

- Specific professional sectors are particularly affected, such as tourism and retail
- The question of employment is therefore crucial

- **Higher education, training and apprenticeship**

- Improve existing skills (up-skilling)
- Train for new skills (re-skilling)



# Economic recovery plan

**MÉTROPOLE  
NICE CÔTE D'AZUR**

- **Emergency measures**
  - A range of emergency measures taken from the very beginning
  - Giving companies the means to preserve their activity and safeguard jobs
- **Metropolitan recovery Plan**
  - Boost employment
  - Establish a common roadmap
  - Anticipating the needs of companies for skills and new training
  - Recruitment done locally
- **“Pôle Emploi” awareness campaign**
  - Awareness-raising campaign
  - Identify as early as possible staffing needs
  - Support companies to identify profiles corresponding to their needs



# Ongoing initiatives

- **School 42**
  - Establishment of Ecole 42 in Nice
  - High-level coding school
  - Free of charge, without diploma, without age limit
  - Meets a real need for digital skills for our local companies
- **Bringing University-Business together**
  - Supporting researchers' professional integration into business
  - Integrate thesis students who carry out their 3rd year of research in companies
  - Mutual benefits with companies who can develop their innovation potential with these students



# Future initiatives

- **Campus Sud des Métiers**

- Located in the Plaine du Var Eco-Valley on 24,000 m<sup>2</sup> of premises
- A total investment of €84m
- 2,500 students per year
- Future courses co-constructed with employment partners and companies
- Covering digital, tourism and eco-mobility sectors
- Delivering new skills "just in time"



- **The Tourism Campus of Excellence**

- Aligning trainings to the needs of tourism companies
- Reinforce the attractiveness of this strategic sector
- Creating professional licences



- **Talent Center**

- Centre for testing young people
- Provide better career guidance
- Test on their academic knowledge on a computer
- Cognitive skills



# Lessons learnt

- Rapidity to react. A range of emergency measures taken from the very beginning of the crisis
- Priority given to the most affected sectors impacted by the crisis: tourism and retail sectors
- Close and effective collaboration between all employment actors to safeguard jobs
- New education and training programmes are co-constructed with all employment partners to meet today's training and employment needs
- Our overall strategy is to deliver new skills "just in time", at the time when the needs of companies are effective
- Test young peoples' academic and cognitive skills at an early stage to provide them with better career guidance

# Amsterdam's Crossover- initiative to increase vocational and trade jobs – *Ms. Josje Damsma*, director



A group of workers wearing safety helmets and high-visibility vests are gathered in an industrial setting, possibly a power plant or refinery. They are looking towards the right side of the frame. The background shows complex industrial structures with pipes and metal frameworks under an overcast sky. An orange diagonal graphic element is on the left side of the image.

# Skills-based transfer towards tech and green Jobs - Amsterdam area

February 17th ICC City LAB

# WHO ARE WE?

- Science → social enterprise
- Nationale DenkTank  
“*The future of work*”
- Social enterprise CrossOver:  
“*Smart & skilled labour for the Future*”
- Transfer to vocational green/tech jobs with House of Skills



# WHO ARE YOU?



Science  
(S)



Government (G)



Business  
(B)



Other  
(O)



WHO ARE YOU?

HAVE YOU EVER TRANSFERRED TO ANOTHER SECTOR?



# NEED TO ACT NOW

NL#TIMES

TOP STORIES HEALTH CRIME POLITICS BUSINESS TECH

BUSINESS CORONAVIRUS STATISTICS NETHERLANDS COVID-19 UNEMPLOYMENT UWV

» MORE TAGS

THURSDAY, AUGUST 20, 2020 - 08:02

SHARE THIS:



## Netherlands unemployment continues to rise

Unemployment in the Netherlands is still rising, Statistics Netherlands reported on Thursday. In July a total of 419 thousand people in the Netherlands were unemployed - they had no paid work, were actively looking for work, and available to start immediately. That is 4.5 percent of the Dutch workforce.

Over the past three months, the Dutch workforce grew by 100 thousand. However, there was a sharp decline in April after the outbreak of the coronavirus pandemic. The number of jobs lost was by an average of 35 thousand per month. The number of jobs lost over the past three months.

REBOOT-LIVE APRIL 16, 2020 / 8:45 AM / UPDATED 10 MONTHS AGO

Sponsored by workday

## Dutch new unemployment claims soar 42% as coronavirus measures bite

By Reuters Staff

2 MIN READ



The energy transition will create a jobs boom. But where's the talent?

fd. Mijn nieuws Net binnen Krant Service & Contact Meer

## De energietransitie is een banenmachine. Waar is het talent?

De energietransitie ontwikkelt zich in een razend tempo en levert veel extra banen op. Het ontbreekt echter aan goed gekwalificeerde vakmensen. Een serieus probleem, want dit zet een rem op de transitie. "Aansluiting tussen het onderwijs en groeimarkten in de energietransitie is hard nodig", zegt Marsha Wagner van de Topsector Energie.



# KEY FINDINGS TO BE AWARE OF

## POTENTIAL RISKS:

- Abundance of initiatives for tech and green jobs, but no clear overview or coherence → limits potential upscaling
- No clear owner of the whole ecosystem → limits a robust transition of work-to-work projects



**Van Bank Naar Bouw**



# SERVICE CHAIN MODEL WITH IMPACT

## TRANSFER POINT WITH **IMPACT**:

- “For structural mobility from and to work”
- “Foundation of skills, with tools and impact”
- “Serve as an example for other regions”



## GENERATE IMPACT AT 2 LEVELS



Role 1:  
(invisible) conductor

- In-depth structural problem analysis
- Monitoring of success
- Collect best practices & share them across the Netherlands/Europe



Role 2:  
being a member of  
the orchestra

Cross/re-skinner

Recruitment

Matching

Education

Placement/coaching

Sustainable work in  
technical &  
construction sector



# SOLVING UNDERLYING ISSUES

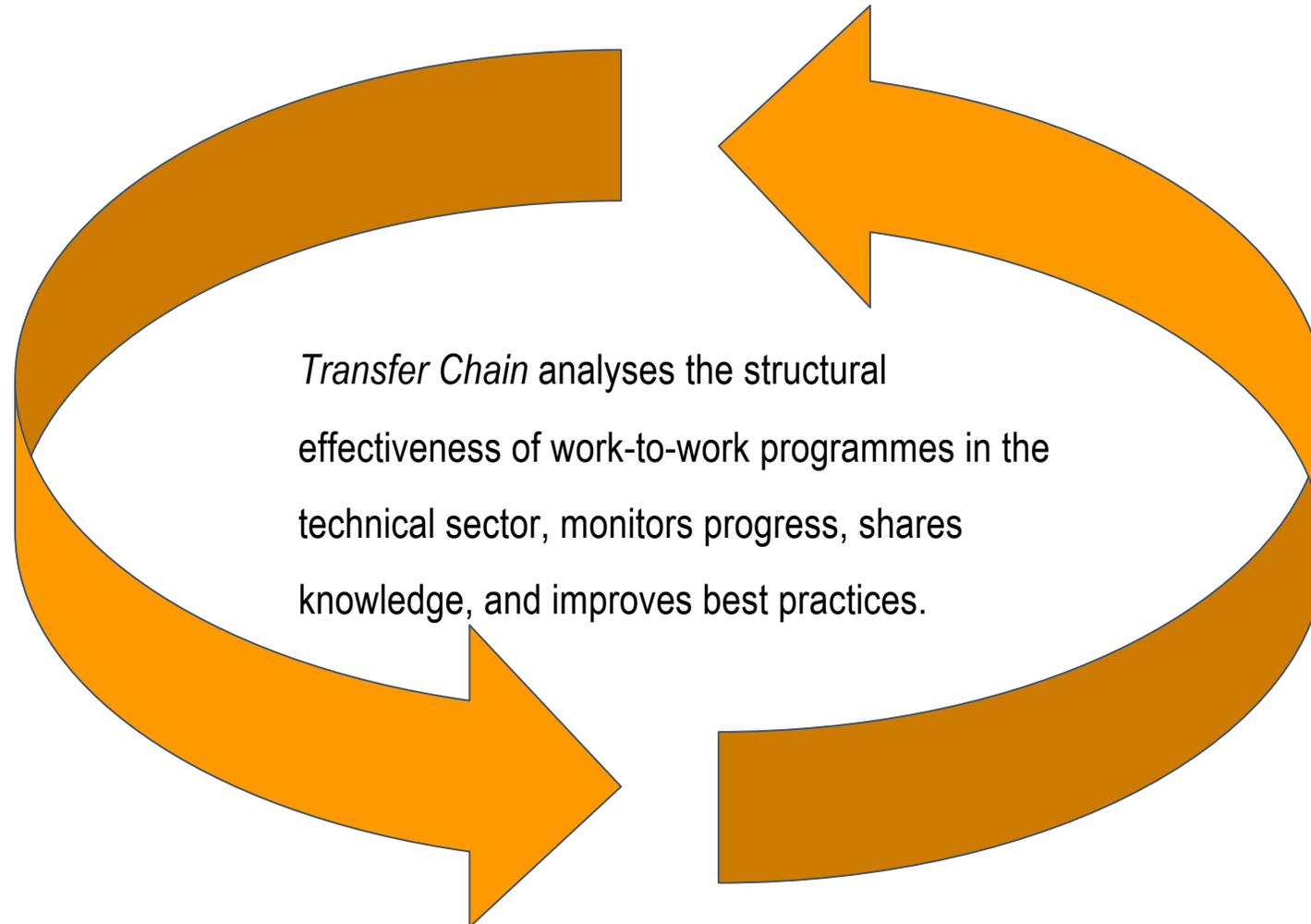
It is important for Role 1 of conductor to also act on:

- Encouraging and unlocking **affinity** with the technical sector for cross- and reskillers
- Improving **the image** of cross- and reskillers within companies

Research shows that initiatives that tackle these two barriers will **generate positive impact** on the entire work-to-work ecosystem.



# SOLVING UNDERLYING ISSUES

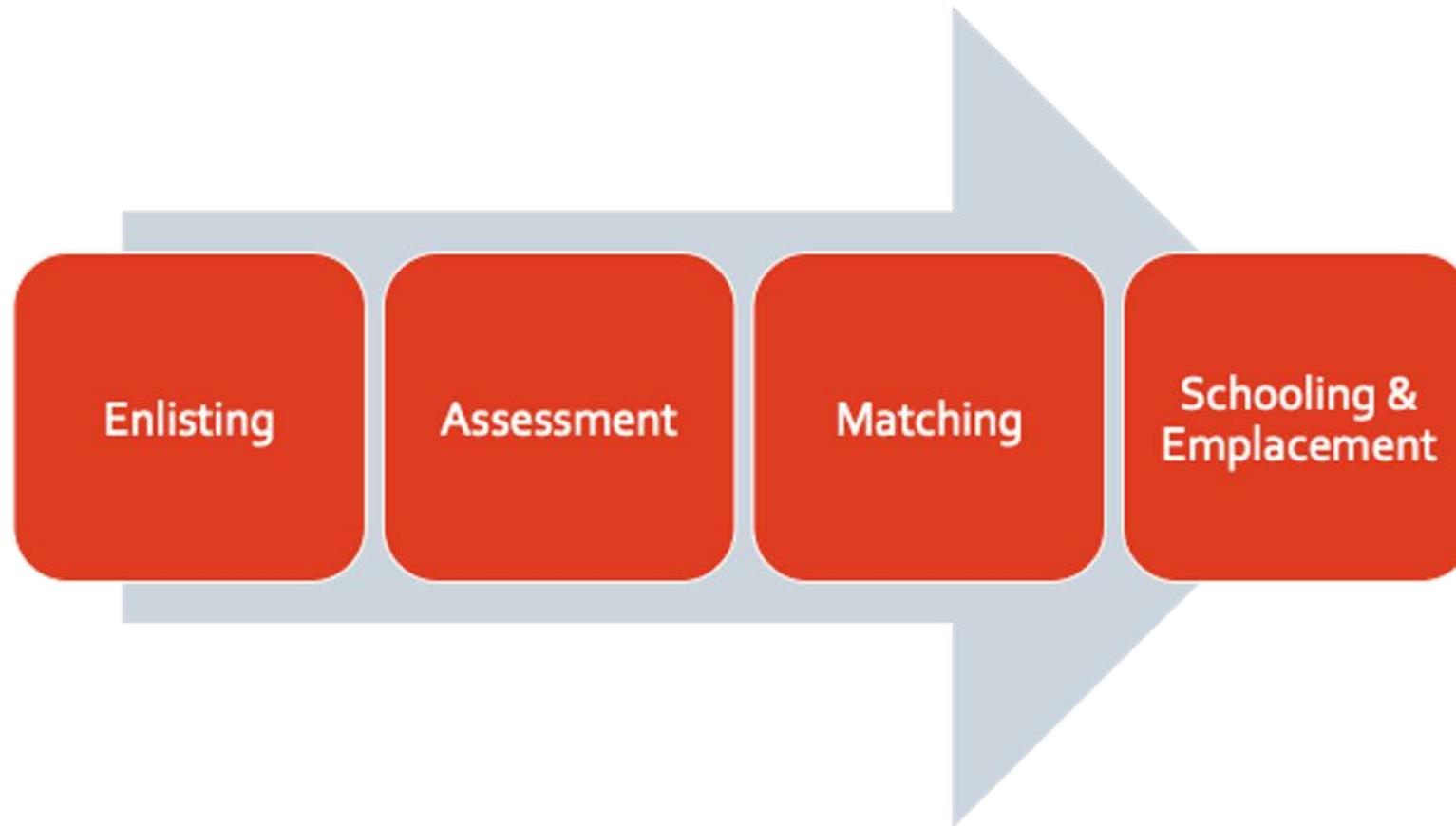


Many (international) companies involved:

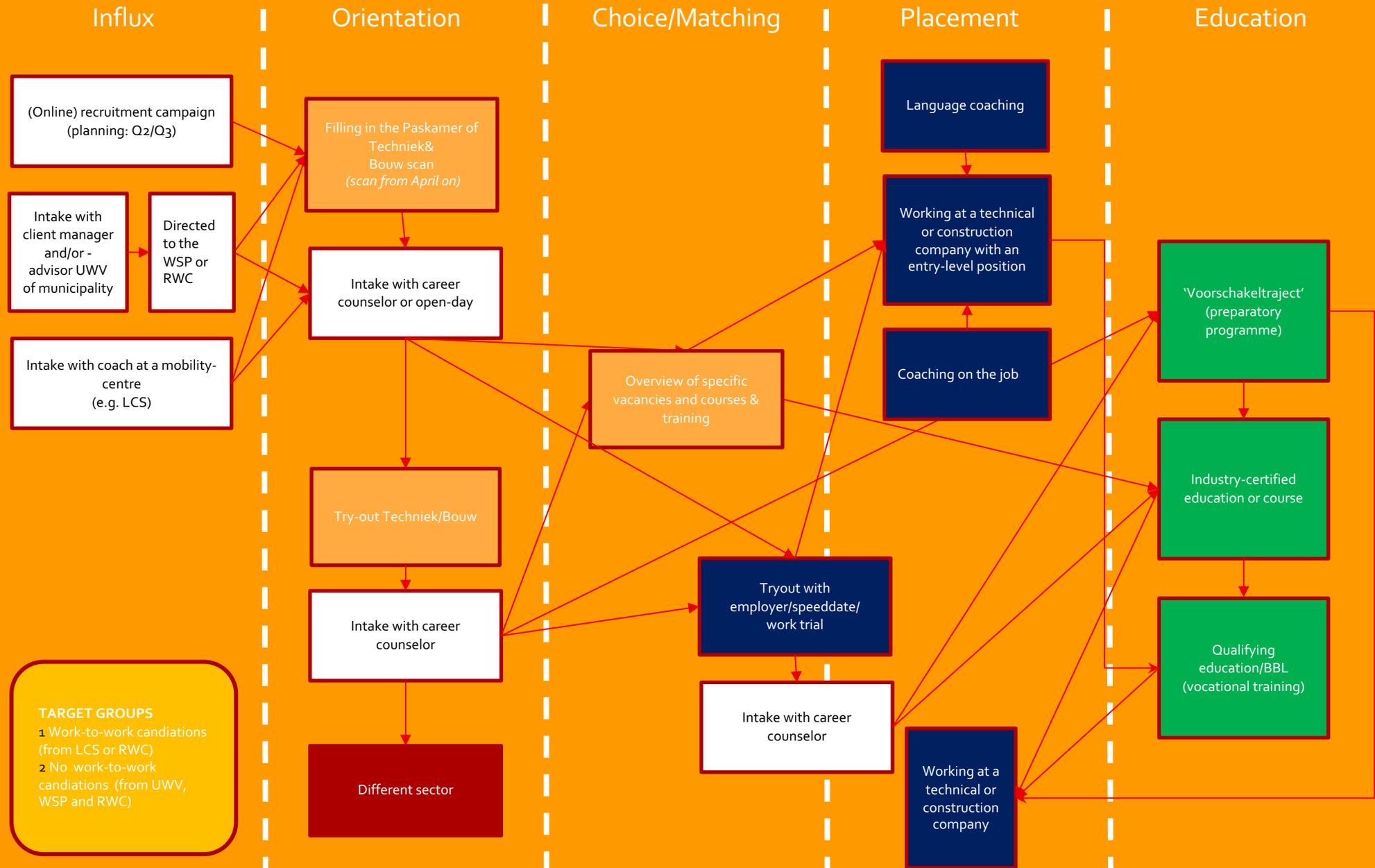


Luchtvaart  
Community  
Schiphol

# SERVICE CHAIN MODEL



# STRUCTURE TRANSFER ROUTES



# KEY INSIGHTS FIRST MATCHES

- Still **limited 'direct supply'** of potential candidates for tech and green jobs
- Lower educated people **more positive image** of tech and green jobs
- Employers have to be trained in **thinking in skills**



WHAT ARE YOUR EXPERIENCES WITH TRANSFERRING  
PEOPLE TO VOCATIONAL TECH JOBS?



A group of workers wearing safety helmets and high-visibility vests are gathered in a large industrial facility, likely a power plant or substation. The background shows complex metal structures and power lines. An orange diagonal shape is overlaid on the left side of the image.

# THANK YOU!

Want to know more?

Josje Damsma

[josje@projectcrossover.nl](mailto:josje@projectcrossover.nl)

# Innovative approaches to skills forecasting and monitoring - *Ms Ave Ungro*, OSKA programme coordinator, Estonian Qualifications Authority





# Monitoring Skills Supply and Demand in Estonia

Ave Ungro

OSKA Program Coordinator  
Estonian Qualifications Authority

17 Feb 2021

OSKA = anticipation and monitoring system for labour and skills demand

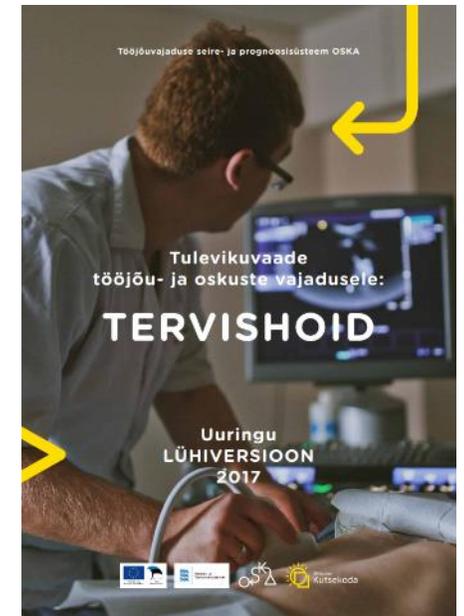
OSKA seeks answers to the following questions:

- How many people and which skills are needed in our labour market today and tomorrow?
- Where and how to acquire those skills?
- What should be changed in today's educational system and in lifelong learning system to meet the future needs?

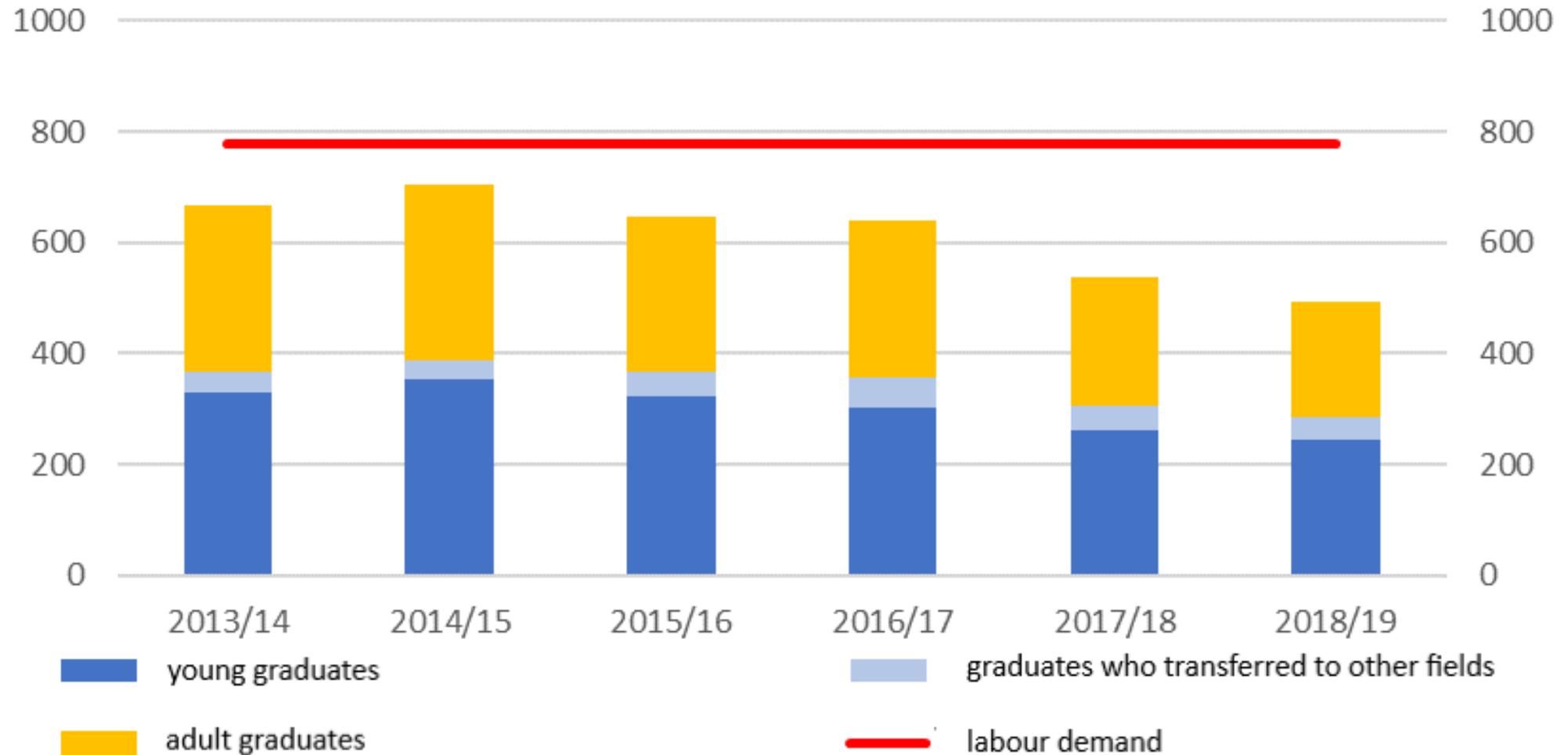


# OSKA sectoral surveys of labour and skills needs

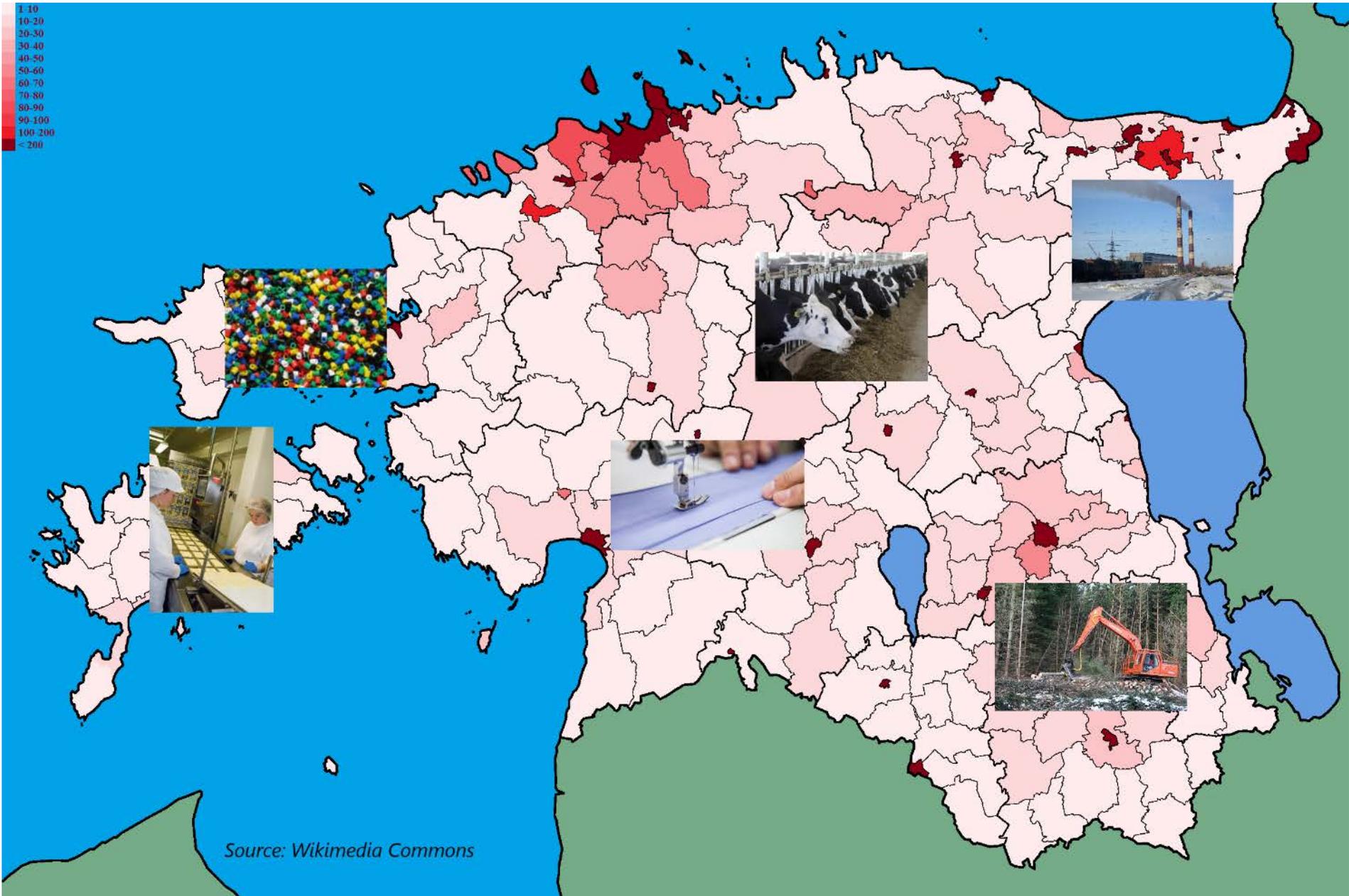
- Reports on 5 economic sectors every year
- Aim to cover all sectors in 5 years (and continue the 5 years cycle)
- Similar methodology applied to all sectors – comparable results
- Forecast horizon 5-10 years
- Combining qualitative and quantitative methods
- Sectoral expert panels (employers, educational institutions, policy makers)
- Analyze qualifications across all levels of education
- Follow-up of results and recommendations



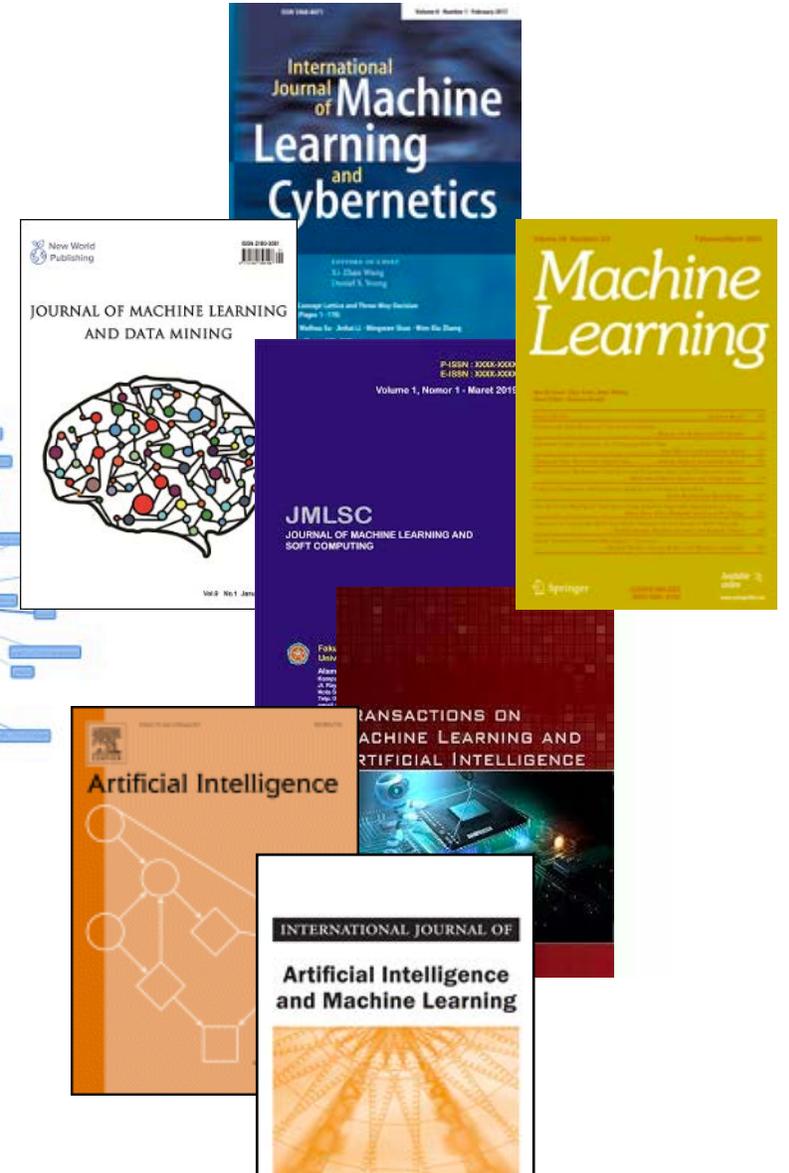
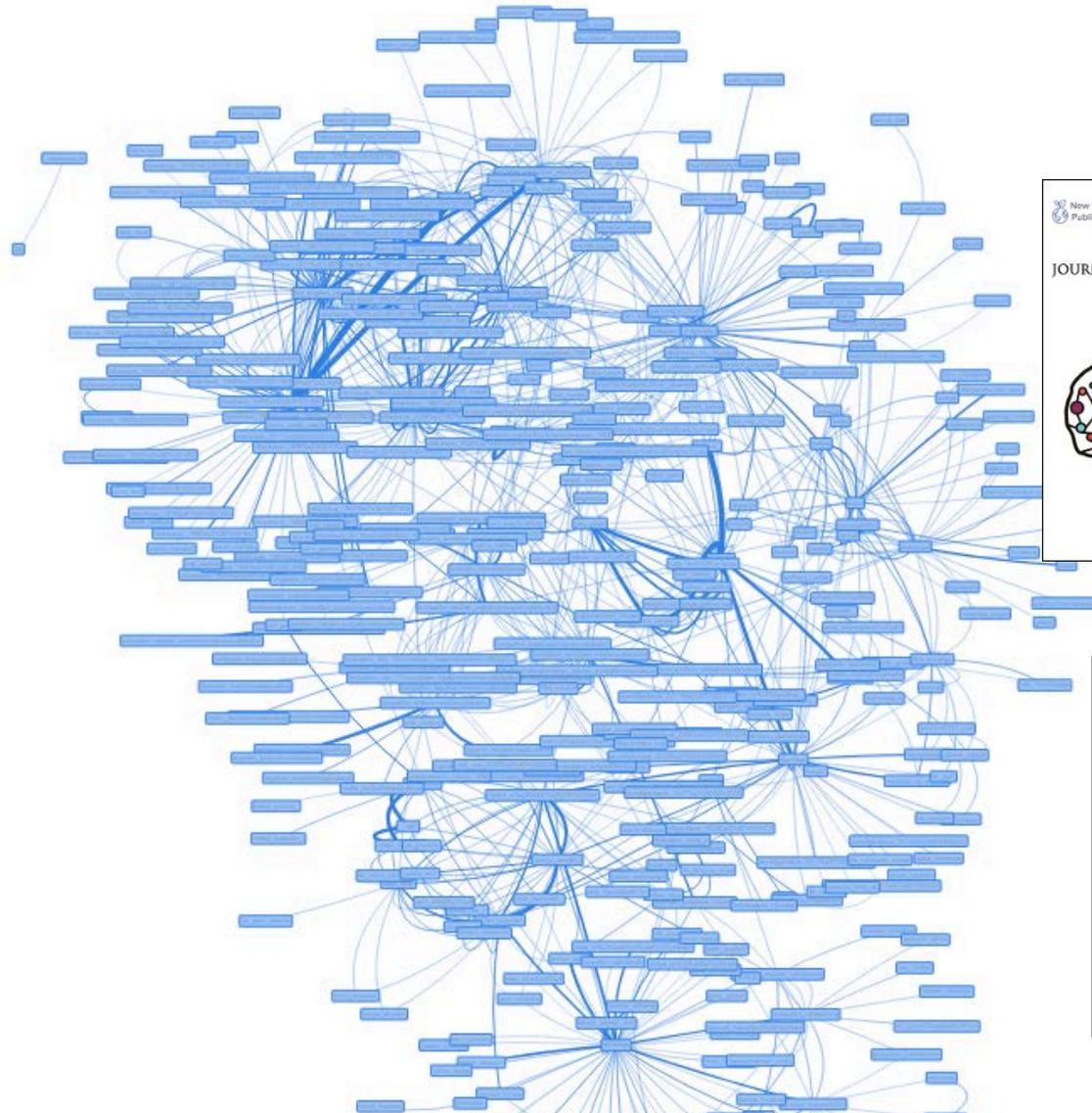
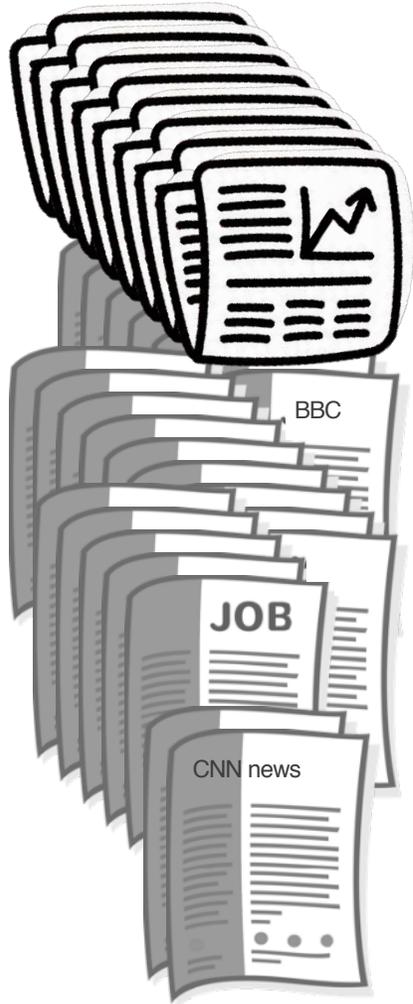
OSKA study on manufacturing industry – graduates from higher education only cover 1/3 of the Estonian demand for engineers



# Monitoring regional demand



# Language Model on Work



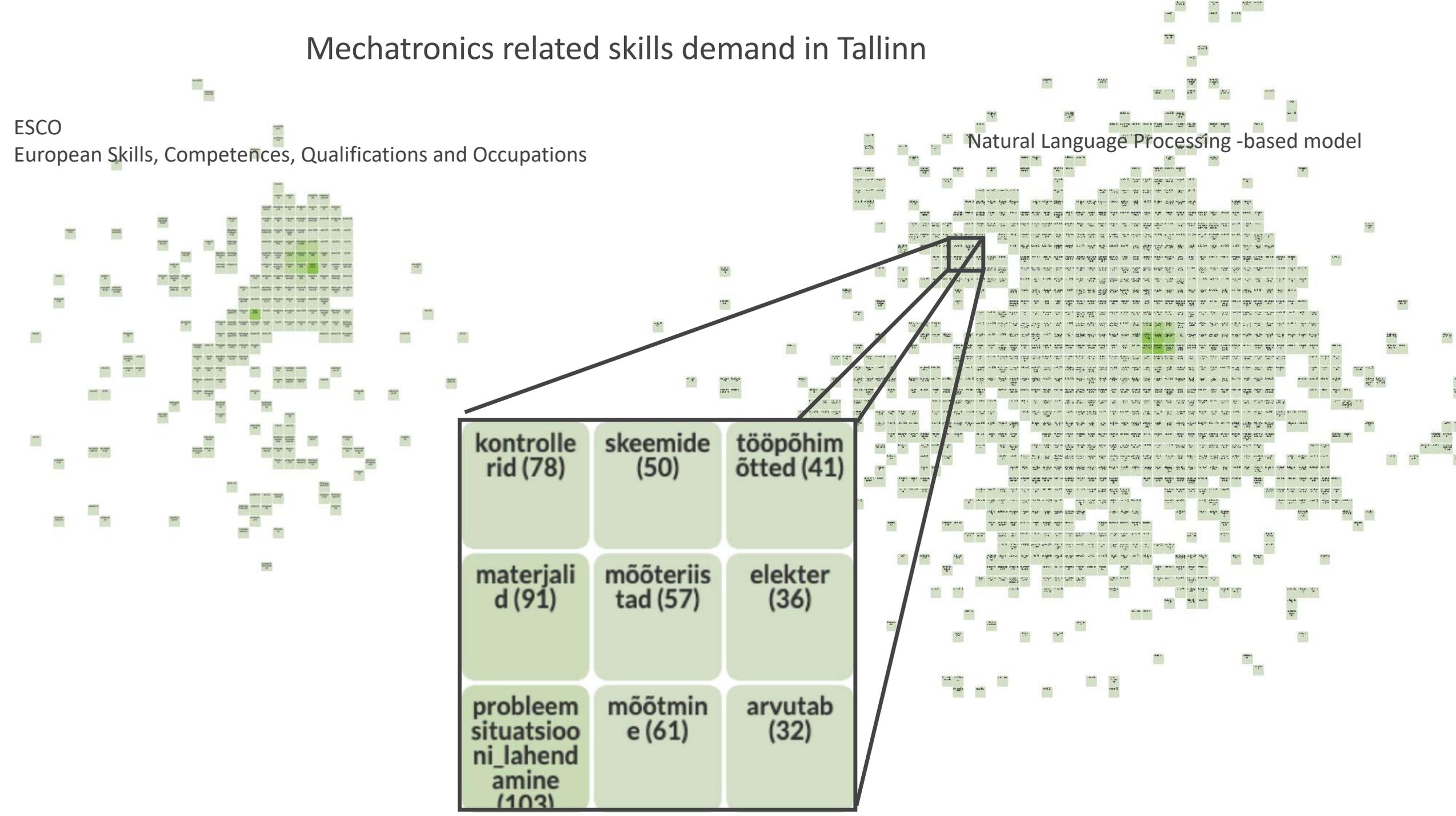
# Linguistic challenges

	<b>МЕХАНИК</b> HHLA TK Estonia AS Muuga sadam	4 päeva tagasi Lõpptähtaeg 08.04.2020	 Salvesta
	<b>СЛЕСАРЬ</b> HHLA TK Estonia AS Muuga sadam	4 päeva tagasi Lõpptähtaeg 06.04.2020	 Salvesta
	<b>MÜÜGIESINDAJA</b> KG Knutsson AS Tartu	4 päeva tagasi Lõpptähtaeg 31.03.2020	 Salvesta
	<b>LOGISTIK (OLYMPUS)</b> M-Partner Tallinn	5 päeva tagasi Lõpptähtaeg 23.03.2020	 Salvesta
	<b>VARUOSALAO OPERAATOR (OLYMPUS)</b> M-Partner Tallinn	5 päeva tagasi Lõpptähtaeg 23.03.2020	 Salvesta
	<b>ANALÜÜTIK</b> Eesti Keskkonnauuringute Keskus OÜ Uus-Tehase 3, Kohtla-Järve	5 päeva tagasi Lõpptähtaeg 31.03.2020	 Salvesta
	<b>JUHTIMISKESKUSE SPETSIALISTI (SOOJUSENERGEETIKA)</b> Adven Eesti AS Eesti, Tallinn	5 päeva tagasi Lõpptähtaeg 28.03.2020	 Salvesta

# Mechatronics related skills demand in Tallinn

ESCO  
European Skills, Competences, Qualifications and Occupations

Natural Language Processing -based model

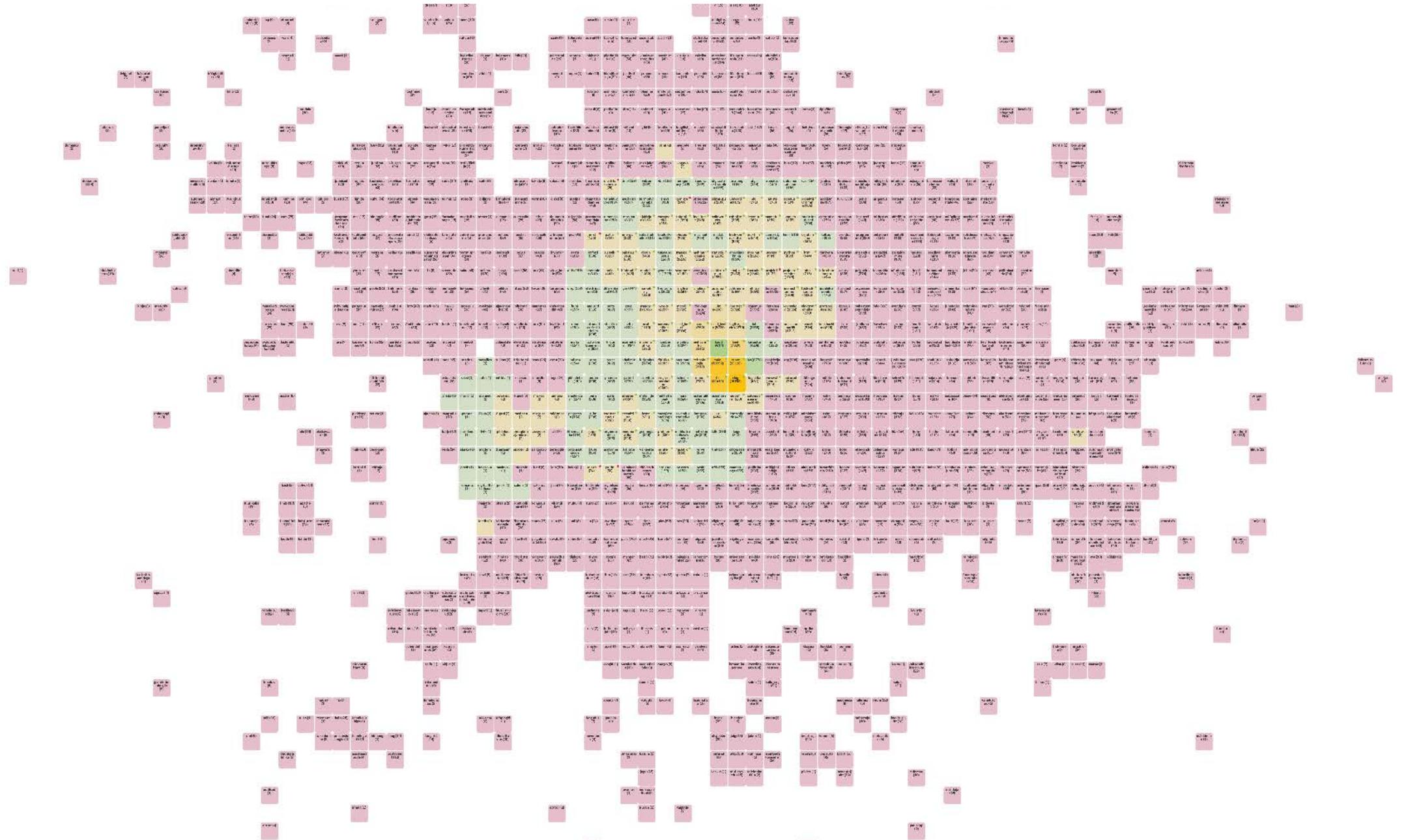


The image shows a large scatter plot of ESCO skills, with a callout box highlighting a specific cluster of skills. The callout box contains the following data:

kontrollid (78)	skeemide (50)	tööpõhimõtted (41)
materjalid (91)	mõõteriistad (57)	elekter (36)
probleemituatsioonilahendamine (103)	mõõtmine (61)	arvutab (32)



# Match between TalTech mechatronics curricula and job ads



Legends

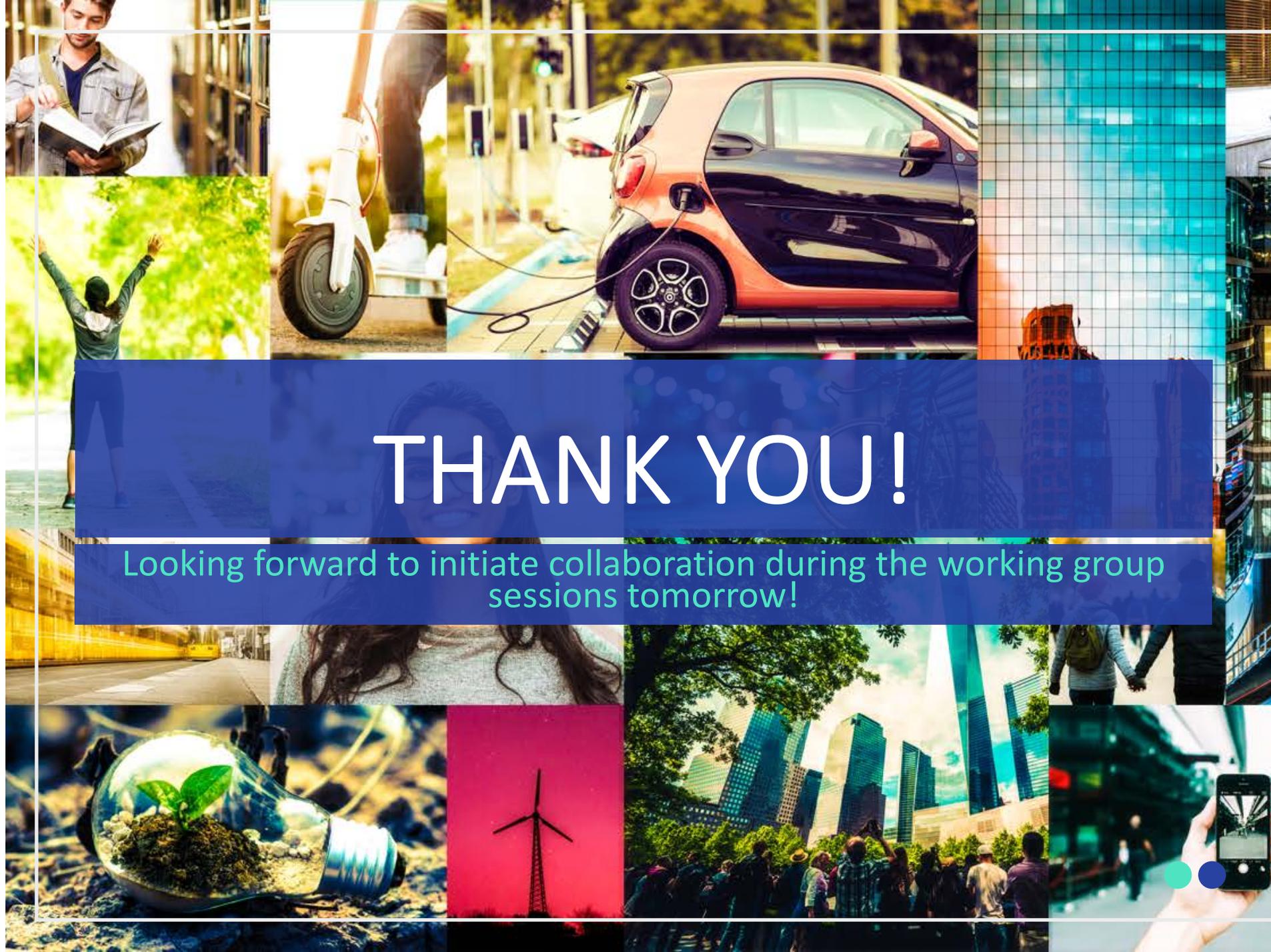
# Future challenges

What should be the level of detail in monitoring and describing the skills?

How to better monitor regional demand?

How to incorporate societal demand to analysis?





# THANK YOU!

Looking forward to initiate collaboration during the working group sessions tomorrow!

