

**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 Metalworking 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