



*Good practice*

# Renewing Vocational Education for Automotive Transformation

(Berufliche Bildung erneuern für die automobiler Transformation: BeaT)

**Working Group:** Digital

**Member State, Region:** Germany, Thuringia

**Thematic areas:** Green and Just Transition, Jobs and Skills

## Basic project details

**Lead organisation:**

Fraunhofer IKTS - Germany

**Partner organisations:**

- Friedrich Schiller University Jena
- Automotive Thüringen

**Project duration:**

- November 2021 - October 2024 (Project phase)
- January 2022 - December 2025 (Implementation phase)



## Overview and objectives

The BeaT project responds to the significant challenges posed by the automotive industry's shift towards electric mobility and automation. This transformation has led to the need for new skills and competencies in Vocational Education and Training (VET). The project specifically targets the Thuringia region in Germany, where the automotive sector is crucial to the local economy. BeaT aims to align vocational education with the evolving demands of the industry, ensuring that workers are adequately prepared for future roles in this rapidly changing environment. The main goal of the project is to renew vocational education to meet the changing demands of the automotive industry, especially in the context of e-mobility and the energy transition.

## Context

The project addresses the need for updated qualifications and training in response to the shift towards battery-powered e-mobility.

## Target groups

Employees in the automotive supply industry, vocational education providers, and industry stakeholders.

## Actions

Qualitative empirical research, needs analysis, development of adaptation concepts, collaboration with industry and educational stakeholders.

## Financial allocation

**Total budget:** EUR 990 000

**EU co-funding:** No

**Sources of funding:**

Energy Research Programme of the Federal Government of Germany



## Working Group Insights

“Within this project, we have designed a new format - the Train the Trainer Workshop, because it puts companies in a position to manage and implement digital transformation and change in an existing work ecosystem. Its comprehensive approach in peer and blended learning and its practical plan, combined with stakeholder involvement and pilot tests, show the great potential for improving the quality and resilience of working environments in the automotive supply industry. The clear methodology and alignment with national and regional goals ensure sustainable and effective results.

By developing a company policy-aligned strategy and a systemic model (Train the Trainer Workshop) to improve digital skills, the project improved the skills and acceptance of automotive industry professionals to close the increasing skills gap due to digitalisation and transformation in the product and the production process of the automotive sector, thus improving the quality and resilience of the industrial sector in the Thuringian regions. This not only improved the quality of work and satisfaction of the companies involved but also made the regions more attractive for professionals and ensured long-term sustainability and growth”.

**CHRISTOPH KELLNER**

Policy Officer at the Representation of Thuringia to the EU

## Results

The project provided a clear understanding of the current attitude and knowledge of automotive industry professionals towards transformation, change and product renewal. In addition, a format applicable to company-related skills was developed to improve employees' digital skills, which included necessary management and organisational changes. Third, recommendations were made for the introduction of peer and blended learning in automotive industry companies. Finally, a "Train the Trainer Workshop" practical plan for implementing a digital skills strategy was formulated and tested in selected pilot cases.

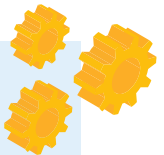


### Success factors

Success factors include strong collaboration between research institutions, industry partners, and educational providers, as well as the development of targeted training programmes which were aligned with the evolving needs of the automotive sector.

### Implementation challenges

Challenges include identifying specific qualification needs, aligning training programs with industry demands, and ensuring effective collaboration among stakeholders.



### The conclusion of our expert Christoph Kellner, Policy Officer at the Representation of Thuringia to the EU.

"BeaT showed the way forward for allowing traditional industries to survive and thrive in a rapidly changing world. The focus is on a train-the-trainer program that teaches future-oriented skills such as adaptability, conflict management and communication to internal trainers and enables them to share these skills with their teams".

### Useful sources

Official website: <https://www.beat-learning.info/>

### Contact

E-mail: [secretariat@harnessingtalentplatform.eu](mailto:secretariat@harnessingtalentplatform.eu)

Website: [https://ec.europa.eu/regional\\_policy/policy/communities-and-networks/harnessing-talent-platform\\_en](https://ec.europa.eu/regional_policy/policy/communities-and-networks/harnessing-talent-platform_en)

