

## **WHAT SHOULD WE DO TO ENSURE MANAGEMENT AND OUR TEACHERS TO ADAPT THIS CHANGE INDUSTRY 4.0?**

### **GROUP 1**

- We have to understand the change, the total picture, the “mindset” of the school. Understanding what happens here, there and everywhere. And find the solution
- We are not talking about the future, THIS IS THE PRESENT.
- Our goal of being a VET School: what kind of competences should we teach? The concept of “investment” in education
- It is a new “vision”:
  - We have to change the way of doing things
  - And also to introduce new devices
  - And change the management
- To change the management mentality is the first step: we need to train the management board. First step is KNOWLEDGE. It is all about new ways of teaching, new tools, new devices and components (sensors, wireless...). We need new programs.
- We have to put out fears of the staff. Fears about reducing number of teachers, or lack of knowledge. This is not a “Revolution” but an “Evolution”.
- We must train the teachers and create a positive atmosphere between all the staff. Internal training
- We must be very close to the companies. Normally the academic programs change with 4 years after the technical innovations.
- Not be focused in pipeline programs, but focused in BASIC SKILLS. It's about taking a step from “Preparing for a Profession” to “Prepare Professionals for the future”

### **GROUP 2**

- First step is the MOTIVATION of the teachers: some of them resist changes.
- Not only money motivates the teachers: to be protagonist of the implementation of Industry 4.0 can be very motivating.
- We have to provide the training, and adapt the training of the situation of each single person. We have to explain the change in a motivating way
- It is necessary a business plan together with the management of the school: let's do the change together
- The Board of Directors must provide time to the teachers; the teachers must present what they have learned
- We can use InnMain wiki to show the implementations of Industry 4.0
- Non Formal Education: adaptability. We need flexibility

- We have to move the knowledge into the schools because of the contact with the companies
- It is necessary to change the syllabus to replace the obsolete contents to those which are relevant to the industry

### GROUP 3

- We have to put the schools into the cloud. This means to move to be another kind of school.
- We need to “re-thing” how to organize schools. Learning in the cloud, new ways of learning.
- In Industry 4.0 Universities are forward; have a look on Universities to get knowledge, and try to share knowledge.
- First step: teachers and managers, they must know very well what is Industry 4.0, to be sensible to it. Sometimes we can find that students are more sensible than teachers! We have to take advantage of the strength of youth.
- FIRST: we need a “4.0 Team”, to promote the transformation of the school. Many changes in the school 4.0:
  - Pedagogy
  - Budget for investments
  - Equipments
  - Habits
  - Skills (hard and soft)
  - Management and mentality
  - Syllabus: k-competences
  - Relationship with companies (they “open our eyes”)
  - Etc.
- New jobs... use images and videos
- VERY IMPORTANT: the management of the school must be aware about what is Industry 4.0. And teachers must accept the challenge, and be engaged. They must be “Teachers 4.0”
- We need good connections with the Industry, to receive inputs from them: THEY WILL CHANGE THE MINDS OF THE TEACHERS
- Programs must be adapted: using simulators in Schools 4.0
- 3% of the lessons should be given by external teachers, from the Industry