

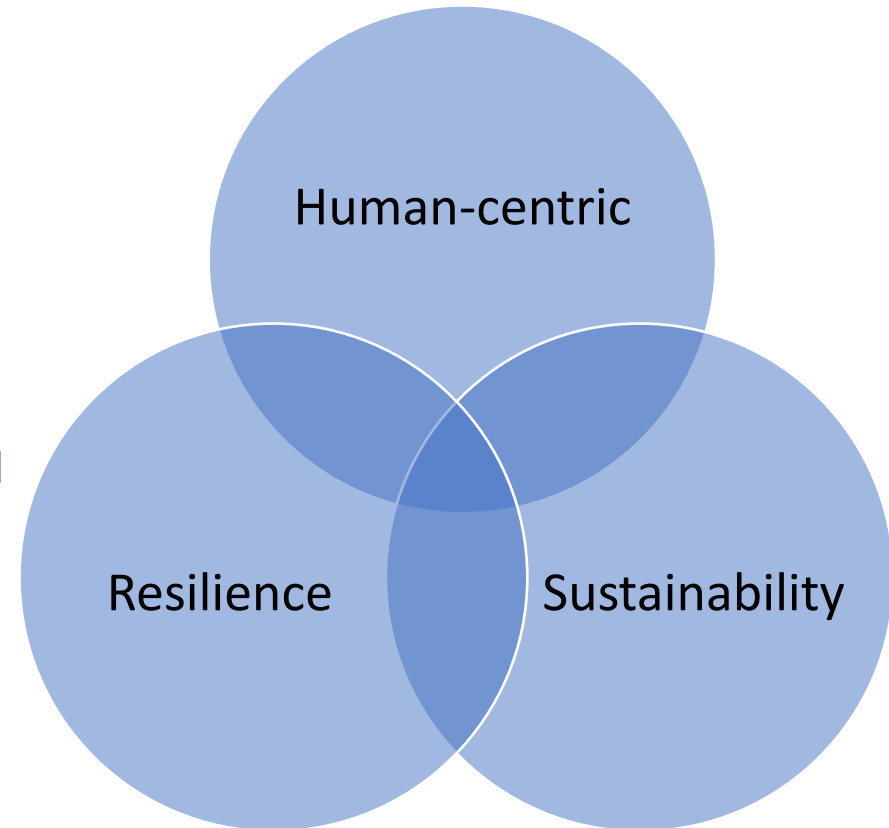
Table 2: **Upskilling and Reskilling** of workers for **Industry 5.0**. Table led by ALLVIEW.

Industry 5.0 is an emerging paradigm for a future-proof industry that goes **beyond efficiency and productivity by restoring and regenerating planetary resources**, providing the European Union with economic, social and material stability [Industry 5.0 \(europa.eu\)](https://european-council.europa.eu/media/en/press-communications/infographic/infographic_industry_5_0_20210601.pdf). It is based on three pillars: human-centricity, sustainability and resilience.

Industry 5.0 is centered around the human impact and how **latest technologies**, such as IoT and Big Data, can be leveraged to empower human work and capabilities.

Key dimensions:

- **Well-being of workers and social dimension.**
- **Economic resilience and regenerative features.**
- **Environmental aspect and promotion of green energy adoption.**
- **One-sided perception of the role of robotics and automation solutions.**



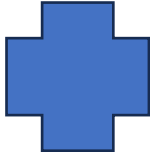
Example in the Furniture and Wood industry

In 2019 Fama Sofas, the Spanish award of Industria Conectada 4.0. for SMEs by the ministry of Industry.



FAMA sofas obtain zero wates certifications 2022 Circular Economy Spain

Fama has just received the "Zero Waste" certification from AENOR. This certification guarantees that more than 90% of a company's industrial waste is recovered. This means that this waste does not end up in a landfill, having a second useful life, either in the form of reuse, the creation of new raw materials, or crushed to create solid fuel.



- Kindergarten for workers
- Charity campaigns



CircuStek, a 'reuse of residual materials' project
2020 – ongoing
Circular Economy
Netherlands

CircuStek is a project that collects residual materials and then offers them to students and companies on their website.

Companies donate valuable wood waste. Students need (cheap) material for school projects. HMC school created the Circustek to store and sell these valuable materials with a discount to the students



Alumni made some great "circular" examples to inspire students.

Questions to discuss



Suscribirse

Yes, excessive automation at Tesla was a mistake. To be precise, my mistake. Humans are underrated.

[Traducir post](#)

- Understanding what the enriched learning factory interventions mean for VET-students?
- What does it mean for VET-teachers?
- What does it mean for workers with a VET-background?

Conclusions from every group

G1: We should focus on needs of humans and environment. Focus on different levels: HE/VET. CODAM schools is a good example. It is necessary to engage problems solvers: soft skills. All ages may be targeted, but younger ages will be more receptive.

G2: Teenagers, they are used to technology. Collaboration with companies is important. How to design the factory: production managers , engineers are the professionals for that task. All the people need to be on board of this change. In concrete, managers with experience in the factory. Also, important is to save time for upskilling in working time. Family care should be considered.

G3: Soft skills, communication, understanding the others. Focus on new business models according to the new needs. How can technology support the company in key processes?

- 1) Hiring from people development.
- 2) Manufacturing. Adapt new models to the possibilities that I5.0 is providing to the companies
- 3) Market/Customer: understand how to cooperate with local communities.

“Transition to Industry 5.0 should be an innovation processes for improving the 3 key areas of the company point of view.” (Chiara Terraneo –EU project responsible of Federlegno Arredo)

THANKS VERY MUCH

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