

NEWS

Network Europe Workgroup on Social Ethics
and Corporate Digital Responsibility



Designing Tomorrow's Workforce Today

AI-Ready. Resilient. Competitive.

Across Europe, workplaces are changing at unprecedented speed.

Digitalisation, Artificial Intelligence, automation, and smart systems are transforming how organisations operate. Nearly **48% of the European workforce already uses specialised sector-specific software** (Cedefop, 2024). But using digital tools is no longer enough.

The future belongs to professionals who can **adapt, lead, and innovate**.

European Initiative for the Future of Work

Supported by EU funding the NEWS project lays the foundation for competitive resilience in the workplaces of the future.

With the valued support of **Erasmus+ funding from the European Union**, IIESMS is leading a transnational initiative to help organisations: Identify emerging digital and AI training needs

- Map skills gaps against existing training programmes
- Develop flexible and adaptive C-VET pathways
- Build organisational resilience during technological change
- Create responsible and sustainable AI integration strategies

This project strengthens collaboration between VET providers, industry partners, and professional bodies across Europe — ensuring that skills development keeps pace with labour market transformation.



IIESMS
Institute of Industrial
Engineers & Safety
Management Systems



Funded by
the European Union



Why This Matters Now

Rapid digitalisation brings opportunity — but also uncertainty.

Without structured preparation, organisations face:

- Skill mismatches
- Increased work-related stress
- Productivity slowdowns
- Resistance to technological change
- Loss of competitive advantage

IIESMS is addressing this challenge head-on by developing a **systematic Training Needs Analysis (TNA) framework** focused specifically on:

- AI integration
- Digital transformation
- Workforce adaptability
- Flexible pedagogical innovation

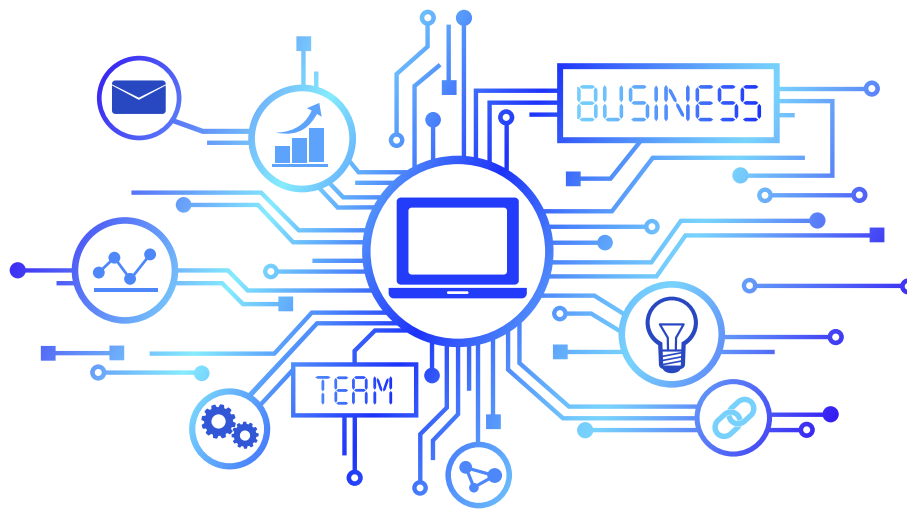
From Digital Users to Digital Leaders

Our primary focus is the skilled workforce already operating in digitally enhanced environments:

- Industrial engineers
- Technicians and supervisors
- Safety and systems professionals
- Operations managers
- Skilled trades and technical specialists

These professionals are not beginners — they are the backbone of European productivity.

Our mission is to ensure they are prepared for the **next wave of technological advancement**.



What This Project Delivers

1. Digital & AI Skills Diagnostics

Structured organisational surveys to identify:

- Current digital tool usage
- AI integration readiness
- Emerging competence gaps
- Workforce resilience indicators

2. Strategic Mapping of Training Portfolios

We align findings directly with existing C-VET programmes, enabling:

- Rapid adaptation of course offerings
- Targeted upskilling modules
- Flexible micro-learning pathways
- Blended and workplace-integrated learning

3. Responsible AI & Digital Policy Development

Using collected data, IIESMS and partners will:

- Develop practical organisational approaches to AI adoption
- Promote responsible digital integration
- Address stress and anxiety linked to technological disruption
- Embed sustainable and ethical work design principles

New Pedagogical Model for C-VET

This initiative supports the evolution of vocational education into a model that is:

- Adaptive
- Data-informed
- Future-oriented
- Workplace-driven
- Internationally collaborative

Through Erasmus+ cooperation, we are building a pan-European network of VET providers focused on real labour market needs.

Why IIESMS?

The Institute of Industrial Engineering & Safety Management Systems is Ireland's recognised professional body for:

- Work Study Technicians
- Industrial Engineers
- Safety Management Systems Professionals

With a strong heritage in productivity science and organisational design, IIESMS is uniquely positioned to bridge:

Industry × Education × Innovation × Sustainability

Europe Must Lead the Future of Work

To remain competitive, Europe must cultivate professionals who:

- Anticipate change
- Embrace innovation
- Lead responsibly
- Adapt continuously
- Work sustainably

This project — proudly supported by **Erasmus+** — ensures that European organisations are not reacting to change, but shaping it.

Join us in building the Future-Ready Workforce

www.iiesms.ie



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