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IMPACT THROUGH EDUCATION: THE ROLE OF RTOs IN THE FUTURE OF WORK



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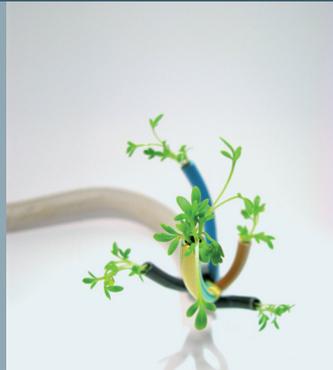
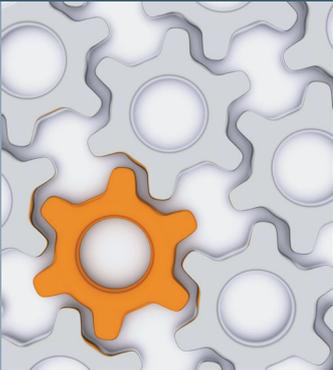
Technological advances and societal developments are rapidly changing the world as we know it. The exponential pace of these driving forces has the potential to fundamentally disrupt businesses and entire global economies. A fundamental transformation is on its way and **the future of work will also be unavoidably impacted** as markets emerge and disappear.

But how can we remain competitive in the labor market in spite of pervasive change? **Lifelong learning is a key factor** for our workforce to stay abreast and seize the benefits of the digital economy. **Continuing education and training** for our human capital is a must. Learning and training are essential elements of the innovation process at companies that successfully introduce new technologies. Innovation affects a company's entire value chains, its people and business processes.

Such process needs to be adequately accompanied through the right set of skills and competencies in order for people to adapt to change and make innovation happen.

Learning in the era of the digital transformation poses a profound challenge to education and training. Curriculums and learning formats must constantly be adapted, so as not to become obsolete. The ever-changing conditions also require a highly skilled workforce that is able to quickly and effectively adapt to change. **Continuous reskilling and upskilling is key** for enabling European professionals to remain competitive and ensuring future sustainability and economic prosperity.

In the light of today's fast-paced technological world, RTOs have a unique opportunity to contribute with effective **professional education and advanced training for complex fields of technology.**



As key players in the innovation ecosystem, RTOs help meet societal challenges through technological developments. Moreover, by acting as a hub between academia and business, **RTOs can promote the rapid transfer of knowledge from research to industry** in an exceptional way. Continuing education and training for professionals is in this sense a natural mechanism to accelerate this process. The applied research approach is key to provide rapid technological updates based on relevant cutting-edge knowledge. In this way, RTOs can contribute to bridging the workforce's skills gap while matching business needs.

- Creating learning and development ecosystems, contextualizing innovation for specific applications that encompass company's needs and business models
- Providing tools to develop new products, processes and services

The digital transformation offers unrivaled opportunities for growth and development. As a link between academia and industry, RTOs can support the transition towards the digital era, adequately turning it into a real benefit for their business ecosystems. Creating **appropriate policy frameworks to support investment in continuing education, trainings and teaching infrastructure** is an important cornerstone to leverage the potential role of RTOs in the future of work.



How can RTOs create impact through continuing education and training? Some examples include:

- Generating up-to-date research knowledge integrated into business practice
- Offering high-quality and didactically effective learning formats with recognized qualifications
- Enabling access to new and emerging key technologies for large businesses and SMEs

References

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- European Parliament (2016). Council Recommendation on Key Competences for Lifelong Learning, Official Journal of the European Union.