



TEMPLATE

Output factsheet: Pilot actions

Version 1

1.1. Project index number and acronym	CE1119 InnoPeer AVM
Lead partner	Business Upper Austria
1.2. Output number and title	O.T3.2 - Summary report on pilot actions with local/transnat. SME participant groups from Bavaria
Responsible partner (PP name and number)	PP7-Cluster Mechatronik Automation Management GmbH, PP8-Universität der Bundeswehr München, PP11-Fraunhofer-Gesellschaft zur Förderung der Angewandten Forschung E.V.
Project website	https://www.interreg-central.eu/Content.Node/InnoPeerAVM.html
Delivery date	30.06.2020



Summary description of the pilot action explaining its experimental nature and demonstration character

The piloted training courses of the InnoPeer AVM curriculum have started with the implementation in November 2018 and finalized in spring 2020. The curriculum consists of 3 training levels:

- **Basic Training** (Nov 2018 & Apr 2019) with a general introduction to Industry 4.0 and an overview of the three knowledge dimensions Technology, HR and Organisational management and Business model development - at a level that is suited for persons completely new to one the knowledge dimensions and implemented in the native language.
- **Advanced Training** (since Dec 2019) which has been implemented as five separate online courses (2x technology, HR mgmt., Org. mgmt., Business model dev./strategy), hosted on the platform of the Virtual University of Bavaria (VHB). Each course lasts about 5 hours and is accompanied by a quiz. Bavaria supported the creation of the Advanced Trainings Technology I, HR magmt., and Org. mgmt..
- **Practical Training**, which was separated according to the thematic scope, in a
 - o **Strategy Camp** (Oct 2019), with a focus on the strategic upgrade of a companies' HR + org. mgmt. and business model
 - o **Model Factory** (May 2020), with a focus on hands-on learning of specific technologies such as connectivity and virtual commissioning with their applications

To put a special emphasis on the practical aspect of the training, the participants have elaborated teaching cases, which were developed based on real companies' use cases.

About 40 participants attended the implemented Basic Training in Bavaria in Nov 2018 and April 2019.

Almost 250 participants have completed minimum one of the Advanced Courses and received a certificate. About 2.000 further persons attended one of the five courses and have viewed selected lessons and chapters, but not answered all quiz questions and/or viewed all chapters.

Regarding the practical training in Bavaria, the Strategy Camp in Munich was attended by 27 participants, the Model Factory test run in Bavaria was attended by 38 participants.

Several participants from the Basic Training of each region have also attended the Advanced and/or Practical Training and were awarded as "InnoPeer AVM managers".

NUTS region(s) concerned by the pilot action (relevant NUTS level)

Bavaria (DE) - DE2 with DE21 Oberbayern, DE27 Schwaben



Expected impact and benefits of the pilot action for the concerned territory and target groups

The piloting of the 3-level training in Bavaria was of extraordinary benefit for companies, particularly, for small and medium-sized enterprises - as they commented in the feedback questionnaires.

In Bavaria, an additional target group that showed strong interest in the training were “smaller large entities”, e.g. usually family-run companies with 250 - 800 employees, that have the strong need as well as the power to effectively transform their company towards Industry 4.0.

The participants benefited from the pilot training in two ways. First, the training program was based on a solid analysis of the strengths and weaknesses of the region Bavaria and tackled identified challenges. Second, the topic of Industry 4.0 was discussed from different perspectives (technological- and business-related topics). The participants thus gained a holistic understanding of the challenges of Industry 4.0 in the pilot training.

The positive feedback that the partnership received in the questionnaires, as well as the high number of participants, shows that the piloted curriculum supported the companies in their digital transformation which is also beneficial for the economy in Bavaria.

Sustainability of the pilot action results and transferability to other territories and stakeholders

The pilot action results have been summed up in the InnoPeer AVM handbook, which is available on the project's website.

All courses can be applied in other territories of Bavaria, as in particular the basic training considers the local economy and status of digital transformation.

As the advanced training is in the English language, it can be viewed by any person in any region or country, e.g. people from Spain to Russia have attended several lessons of one of the advanced courses and some of them have already completed a course.



Lessons learned from the implementation of the pilot action and added value of transnational cooperation

The pilot training courses were constantly adapted and improved. E.g., the second Basic Training in April 2019 was adapted and improved according to the feedback from the first Basic Training in November 2018. We have recognized that most participants already have basic knowledge about business-related challenges regarding Industry 4.0; thus, business teaching content was improved and contained some advanced content in the second Basic Training in Bavaria. For us, it was also very helpful to teach the Basics in the native language to enhance discussion during workshops. During the discussions (in English) of the advanced teaching cases via online living labs, we experienced that some people feared talking in English and did not answer any questions.

The Strategy Camps took place as a training series of five consecutive workshops. The Strategy Camp in Bavaria was the second workshop. We benefited from the feedback of the first Strategy Camp in Italy, e.g. in solving the Mega Case, and were able to share our experiences with the organizers of the consecutive Strategy Camps.

The Model Factory was held as a two day webinar in three sessions due to lockdown right before the planned date in April. Since we already had the Advanced Webinar, we could benefit from the feedback there and make a more interactive virtual workshop.

References to relevant deliverables and web-links

If applicable, pictures or images to be provided as annex

This output is mainly based on the deliverable

D.T.3.2.10 - Summary report on pilot actions with local/transnat. SME participant groups from all PP regions,

as well as the deliverables from A.T3.2 - Implementation of pilot actions covering all qualification modules - referenced there.

The results from the training evaluation and impact assessment with the deliverable

D.T3.3.3 - Final report on impact analysis of SME participating in pilot actions,

As well as the other deliverables from A.T3.3 - Dev./impl. of accessory assessment programme for analysing the impact of AVM cap. building on participating SME - referenced there.

https://www.interreg-central.eu/Content.Node/InnoPeerAVM.html#Deliverables_and_Outputs