

Rethinking Training and Education

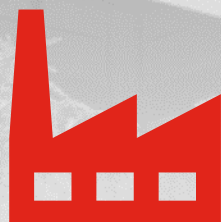
an SME perspective
on overcoming Challenges

LCAMP Conference 2025





Founded in 1963



3 Plants
in Lombardy



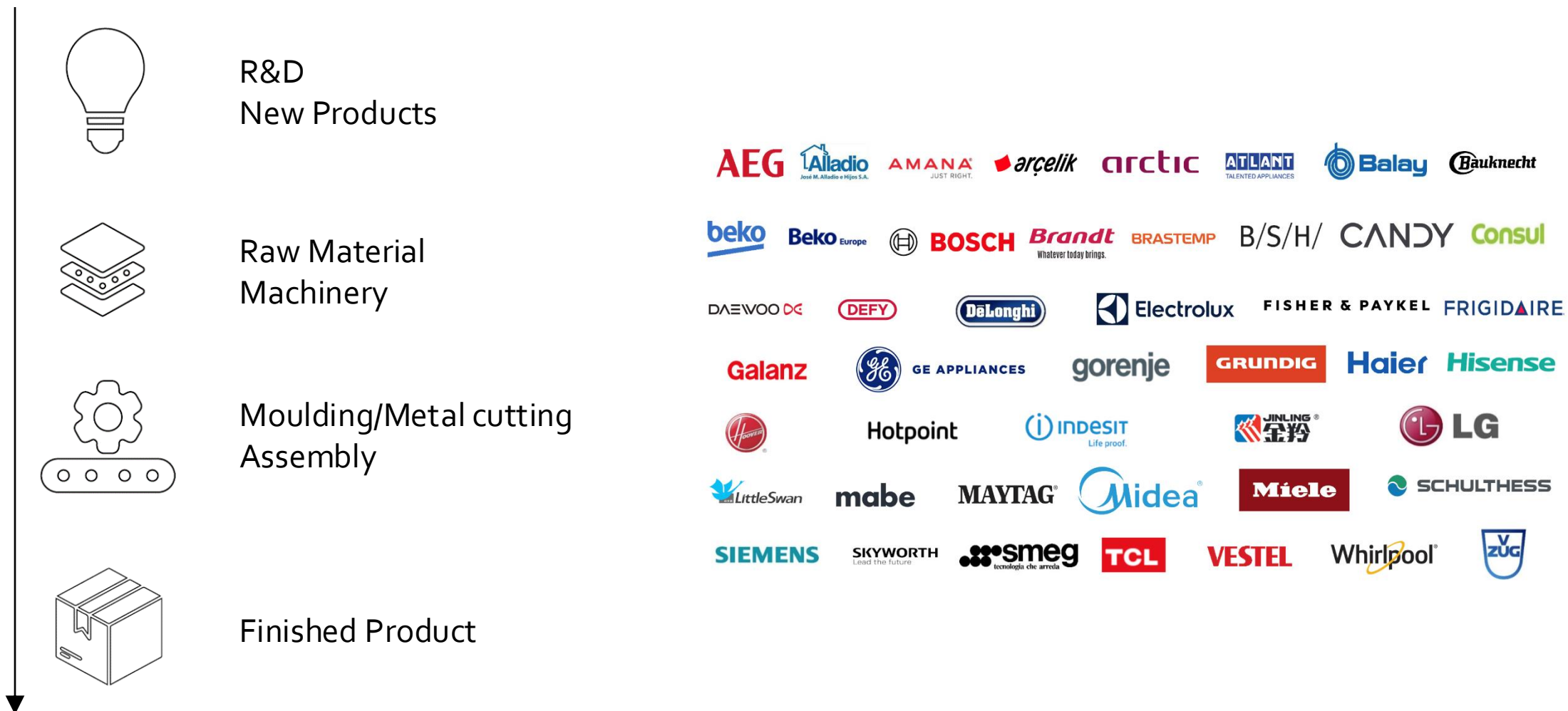
220 people



48 M €



Components for Safety or UI purposes
for Home and Professional Appliances







Applied Research Lab

RLab fosters **innovation**.

Empowers **people** to explore
beyond conventional boundaries.

Formulates ideas and drives
impactful development to meet
environmental and **social needs**.







Launched in September **2020**

Rold Academy aims at **fostering a lifelong learning approach** for people working in ROLD and for all the people, companies, entities with whom we interact





Some data

+2.530 training hours for students from high school and VET, universities, NEET and other companies *

+6.025 training hours for ROLD people *

*since 2021



Training education

- Hard skills
- Soft skills
- Upskilling for sustainability
- Upskilling for digital transformation



Cross-contamination

- Book club in ROLD
- Pint of innovations
- Other events involving citizens







How these aspects impact training and education?



What is the role that training and education can play in this fast-changing period?



Are we truly ready to provide **effective tools** to help people navigate these organizational changes in the best possible way?



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Beyond technical skills, are we preparing ourselves to understand how **vulnerability** can become an **opportunity for learning and growth**?



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Are we designing training paths that meet the **expectations** of Generation Z, as well as those of Generation X?



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Are we designing training paths that meet the **expectations** of Generation Z, as well as those of Generation X?

Are we identifying which soft skills need to be developed in order to **understand and manage technological evolution**, rather than be overwhelmed by it?



4 Working Groups

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1. Coexistence of different generations and cultures
2. How younger generations perceive work and education
3. The evolution of jobs and the emergence of vulnerable groups
4. The role of emerging technologies in education, training and job evolution

4 Working Groups

To help foster a richer dialogue on future outlooks

They are open to anyone who wishes to contribute.

1. Coexistence of different generations and cultures
2. How younger generations perceive work and education
3. The evolution of jobs and the emergence of vulnerable groups
4. The role of emerging technologies in education, training and job evolution



Engage in active listening to cultivate a **broad perspective** and deepen our understanding of diverse point of views.



+ 40 people involved

from:

SMEs, Universities and VET,
Large companies, Trade
Unions, not for profit
organizations, civil society,
Industrial organizations



Alliance to co-design guidelines for the training of tomorrow



Started on January 2025,
they will issue the output
in October 2025



Learning styles

Multichannel communication

Diversity of perspectives

Learning styles

Multichannel communication

Diversity of perspectives

An inclusive **pedagogical** approach that starts with the ability to **step outside** one's own "generational cage" when organizing, designing, and delivering training

Working Group.

How younger generations perceive work and education

Communication

Reliability

Need of feedback

Speed

The speed at which they speak, the frequency with which they seek feedback, the speed at which they identify credible roles or not.

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Reciprocity as a key element to foster mutual learning.



Working Group.
The evolution of jobs and the emergence of vulnerable groups

Self-determination

Awareness

Empowerment



Working Group.
The evolution of jobs and the emergence of vulnerable groups

Self-determination

Awareness

Empowerment

Training not only as a mechanism that fills skill gaps, but as a **process** that leads to awareness and, consequently, to **self-consciousness**.

Mutual relationships

Connection with the environment where I act

Critical Thinking and Collective memory

Mutual relationships

Connection with the environment where I act

Critical Thinking and Collective memory

Define the skills that allow everyone to leverage technology as an enabler.
Drawing the real path towards Industry 5.0



Common elements across all working groups

Interconnections

The importance of relationships

Education and training seen as «social experience»

Takehome message and future activities

Promoting cooperation and co-design involving diverse stakeholders to gain different perspectives

The transitions we are living need effective training; today's training actors need to rethink the education and training approach

Training as social process and not only as a process to reduce skill gaps

Our initiative is an example of how cooperation between the quadruple helix is crucial to design the training of tomorrow



Daniela De Lucia

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daniela.delucia@rold.com

Rold Academy Director