

CONFERENCE INVITATION



HOW TO OVERCOME THE PROFESSIONAL DRIVER SHORTAGE? METHODS OF SUPPORTING SOCIALLY DISADVANTAGED GROUPS (NEETs, 50+, migrants) USING ICT-BASED TRAINING

13 December 2018 | JAWORZNO, POLAND

Grupa CARGO Sp. K. sp. z o.o.
ul. Karola Darwina 17

The occupation 'Professional driver' ranks high in the first ten of jobs most sought by employers. At the same time, this profession characterized by the continuous increase of requirements. This derives from changes in labour laws, technology advancements, and the evolution of the professional driver's role in the transportation ecosystem. A situation like this poses a challenge for the road transport industry which is struggling with both the low level of vocational qualifications among the available workforce and the negative image of the profession.

The shortage of professional drivers is observable throughout the European Union. Estimates indicate that the current deficit in Poland amounts up to 20% of the whole number of active professional drivers. In Germany, the present deficit is 45,000 drivers, yet it is predicted to increase to 150,000 in next 15 years. The experts foresee that this trend will have a significant influence on the functioning of the road transport industry.



At the same time there are social groups in the EU which are virtually excluded from the job market. This applies primarily to:

- ▲ long-term unemployed young people up to 29 years of age (so-called NEETs),
- ▲ 50+ year-olds struggling to return to the job market,
- ▲ the increasing number of migrants (including refugees coming from war-torn countries, e.g. Syria and Ukraine).

The ICT-INEX project actively supports the search for a solution of this socially important problem by designing training methods for professional driver candidate, aiming at the individual needs of these disadvantaged groups.

We believe that the proper preparation for becoming a professional driver will enable their access to the road transport job market. This will fight the current staff shortage. The use of widely available ICT tools might significantly increase the

efficiency of candidate's learning process.

The main aim of ICT-INEX is to increase the availability and efficiency of professional driver candidate training by using modern ICT tools and by including the individual needs of the targeted defavorized social groups. We will analyze their needs and barriers while confronting these needs with the capabilities of emerging ICT-based tools. Eventually, we will design a consistent, ICT-based model of conducting professional driver training for each of the aforementioned groups. We will also present recommendations for changes in national and European law which will allow them to become full-fledged training tools.

The conference aims not only at disseminating the project effects, but also at establishing a dialogue platform between the parties interested in the topics targeted by the project activities. The division into dedicated topic sessions will allow to present the issues addressed in the project. The event will start with indicating the reasons behind these issues and then move on to presenting possible solutions. Thanks to a wide expert group taking part in the conference, the presented solutions for the current transport industry challenges will be based not only on the project outcomes, but also on the experiences of the road transport industry, employers' and employees' associations, driving centers and of ICT tool developers.

ORGANIZERS:



Grupa **CARGO**

PROJECT TAKEN UNDER:



Erasmus+

PRELIMINARY AGENDA

9:30-10:00 Participant registration

10:00-17:30 **TOPIC SESSIONS:**

Session 1.

Current social & market situation of NEETs, 50+ and migrants

11:30 Coffee break

Session 2.

Experiences of the market in training defavourized social groups

13:30 Lunch break

Session 3.

Methods of efficient professional driver training for NEETs, 50+ and migrants using innovative ICT tools

17:30 **END OF THE CONFERENCE**

During the event, tools will be available that are used for driving safety trainings and driver education, e.g.:

- ◀ driving simulators,
- ◀ driving on special terrain,
- ◀ rollover simulator,
- ◀ VR devices.

SESSION OUTLINE

Session 1. Current social & market situation of NEETs, 50+ and migrants

This session will provide an insight in labour market barriers facing the project target groups in the partner countries (Poland, Austria and Finland) as well as throughout the EU. Common challenges occurring in Europe and specific, national conditions will be shown. Taking the lack of interest in becoming a professional driver as a reference point, the current image of the profession will be highlighted, taking into account the different points of view (employer, candidate and general public). The discussion panel will include representatives of Polish and European transport companies and will aim at indicating the current demand for skills, competences and attitudes in professional driving. This is especially important in the face of dynamically changing work conditions, competence requirements and professional task ranges.

Session 2. Experiences of the market in training defavourized social groups

The session will aim at the exchange of the experiences in training defavourised social groups both in Poland and in EU countries. The specificity of each of the groups' requires an individualistic approach to be introduced to the training process. Therefore, many transport companies and driving centres implement experimental training methods in order to address the needs of these groups. All attempts are not yet successful. During the discussion panels, the invited representatives of the transport industry will share both their success stories and challenges when training NEETs, long-term unemployed 50+ year olds and immigrants of different cultural backgrounds. Additionally, the issue of more and more women entering the so-far men-dominated profession will be highlighted and discussed.

Session 3. Methods of efficient professional driver training for NEETs, 50+ and migrants using innovative ICT tools

More and more hightech ICT-based training tools are emerging on the market. They provide the perspective of creating a more efficient training environment for both trainees and driving centres. They can also be customized to individual needs and optimize course costs. Unfortunately, so far the wider integration of 'traditional' and ICT-based professional driver candidate trainings is hindered due to factors like:

- ▶ the price of ICT tools (driving simulators have to be fitted to legally-binding technical specifications),
- ▶ high skepticism among both trainees and trainers,
- ▶ regulations fitted to traditional training methods.

The aforementioned barriers seem to be based on the lack of trust in multimedia-based tools, especially regarding their actual efficiency. Additionally, the lately introduced ICT-based tools built on cutting-edge technologies and methods such as virtual reality and gamification indicate that their use might significantly support the training process, also among defavourized social groups. This session will present proposals for using modern ICT-based tools in professional driver candidate training including their specific use in schooling the project target groups. In order to include the employer and driving centre perspective, the proposals will also be confronted with experiences and opinions of employers and driving centre representatives during a discussion panel.