



Research initiative for Enhancing and
Adapting Workforce SKILLS for
Implementing TraNsport Automation
with Employment Growth

Title of the meeting to insert here

Name of presenter
Organisation



Funded by
the European Union

Date

This project has received funding from the European Commission under the European Union's Horizon Europe research and innovation programme under grant agreement No. 101147328

This work has received funding from the Swiss State Secretariat for Education, Research and Innovation (SERI) for the Swiss partners



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ReSKILLING in a nutshell

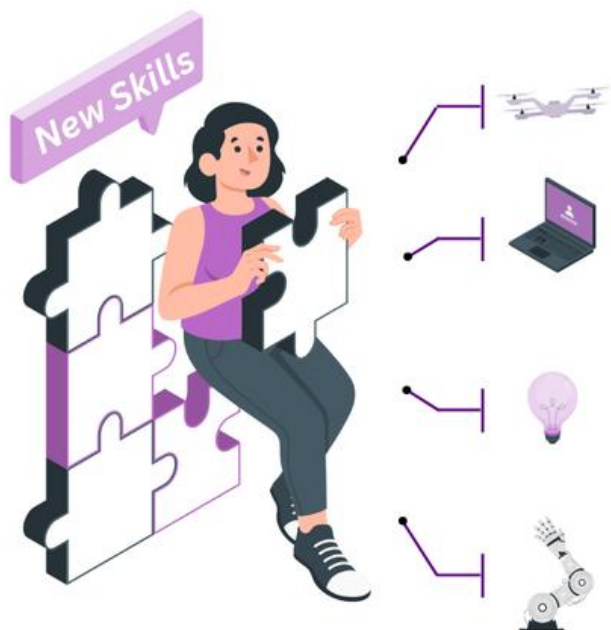


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ReSKILLING in a nutshell



Consortium: 20 Partners from 10 Countries



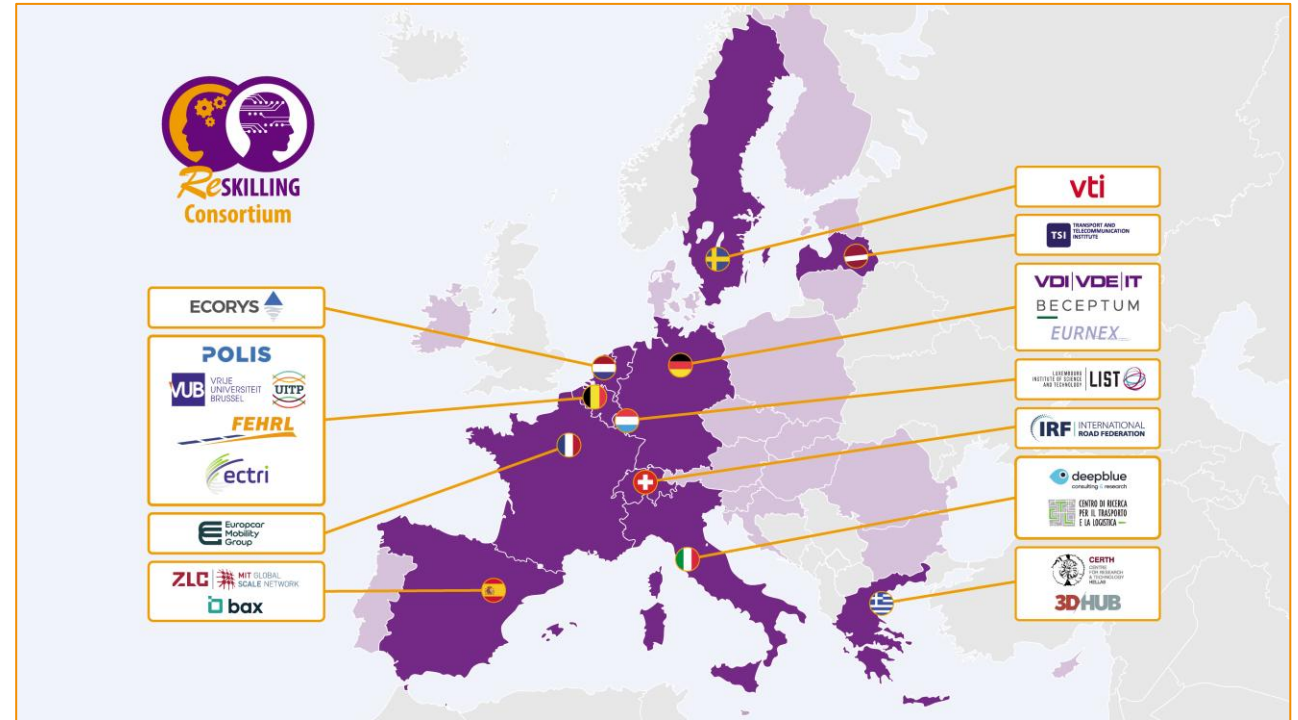
Budget: €1.99 million



Duration: January 2025 – December 2027



Coordinator: [CERTH/HIT](#)



ReSKILLING in a nutshell

Coordinator



HELLENIC
INSTITUTE OF
TRANSPORT
CERTH / HIT



POLIS
CITIES AND REGIONS FOR TRANSPORT INNOVATION

VDI | VDE | IT



VRIJE
UNIVERSITEIT
BRUSSEL



ZLC



deepblue
consulting & research



CENTRO DI RICERCA
PER IL TRASPORTO
E LA LOGISTICA

LUXEMBOURG
INSTITUTE OF SCIENCE
AND TECHNOLOGY

LIST



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BEYOND INCEPTION



TRANSPORT AND
TELECOMMUNICATION
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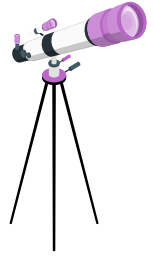


Europcar
Mobility
Group



IRF | INTERNATIONAL
ROAD FEDERATION

ReSKILLING in a nutshell



The Vision

ReSKILLING implements a strategic approach that **targets the workforce and businesses of Europe's people and goods mobility** sector:

1. to effectively **cope with the anticipated changes resulting from CCAM deployment**
2. to advance and refine the sector with active stakeholders' involvement



The Aim

ReSKILLING aims to propose, implement, apply and validate a **comprehensive approach***, with **a range of new services and tools**, to promote optimal adaptation of the mobility sector (people and goods) to the deployment of CCAM solutions and services.

***guided by inclusivity, co-creation, and social innovation** principles

ReSKILLING in a nutshell

The ReSKILLING WPs composition is as follows:

WP1: Project management & coordination (CERTH)

WP2: Stakeholder community engagement (POLIS)

WP3: Short-, medium- and long-term employment and socio-economic effects of CCAM (ZLC)

WP4: Towards job creation, growth and innovation (VDI/VDE)

WP5: Impact Assessment & Roadmap (VUB)

WP6: Communication, Dissemination & Exploitation (ECTRI)



New Skills



Illustration by Storyset / Freepik

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ReSKILLING goals and methodology

ReSKILLING goals and methodology

The projects has set **4 Key Objectives (KOs)** responding to **4 Key Needs (KNs)**:

KO#1: Establish a **strong stakeholder community**



KO#4: Ensure **necessary skills are available** and up-scaled across several fields.

KO#2: To **investigate in depth** the short-, medium- and long-term employment **effects of CCAM deployment**



KO#3: **Enable businesses and workers** to mitigate CCAM's impacts

KN#1: enhanced and evidenced situational awareness of the CCAM-related socioeconomic impact

KN#3: upholding and extending the competitiveness of Europe

KN#2: workforce development & knowledge enhancement in CCAM

KN#4: new governance arrangements for enhancing interaction, synergies, & co-creation among key stakeholder groups

ReSKILLING goals and methodology

The methodology of the project evolves around **3 main pillars**:

Pillar I: Stakeholders Engagement

We identified 7 stakeholders' categories, with 28 sub-categories and 65 stakeholders' profiles for stakeholders' engagement

Pillar II: Jobs, Skills, and Education

We assessed CCAM job impacts, and will create reskilling paths, training modules, and an Employment & Skills Observatory

Pillar III: Growth & (Social) Innovation

We will design innovative business models, align training with market needs, and build a roadmap for CCAM-related growth, social innovation, and sustainable workforce transition.



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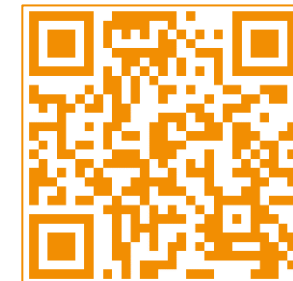
Achieved Outcomes



Achieved Outcomes



ReSKILLING Stakeholder Forum



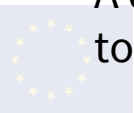
A platform for stakeholders to learn, exchange and contribute to RESKILLING discussions on:

- how CCAM uptake may impact employment, reshape re/upskilling needs, and affect wider and diverse socioeconomic aspects
- how stakeholders can co-create future-oriented business models, training modules recommendations, and other project outcomes for the sector.

CCAM Jobs and Professions Mapping



- A structured catalogue of existing / emerging professions across the CCAM value chain for passenger and freight transport
- Covers key areas such as design and development, manufacturing, operations, maintenance, infrastructure, data services and governance
- The skill requirements for each of the identified job profiles have been assessed.
- A dedicated skills taxonomy has been developed, cross-referenced with ESCO codes & SAE automation levels, to inform future reskilling strategies.



Achieved Outcomes



CCAM Employment Effects & Inclusive Workforce impact assessment

An assessment of how CCAM uptake may reshape employment, skills demand and workforce dynamics by 2030, 2040 and 2050. We have:

- Analysed employment trends under different CCAM adoption scenarios
- Identified emerging jobs, declining roles and key reskilling requirements across our scenarios
- Assessed potential impacts on vulnerable and underrepresented workforce groups, supporting inclusive transition strategies

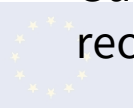


CCAM Use Cases Definition



A [framework of eight representative CCAM use cases](#) covering transport services and operations, infrastructure, enabling systems and digital mobility ecosystems. The framework:

- Identifies role transformation, emerging professions and training needs for specific scenarios
- Guides our next steps, including case studies, novel business models, training activities and policy recommendations



Achieved Outcomes



ReSKILLING Inventory

Digital repository, embedded within the website, with the latest findings and resources produced within the project.

The repository features a filtering system, and offers a brief overview of each of our produced outputs to facilitate user navigation



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Upcoming expected outcomes



Upcoming expected outcomes



Definition of Case Studies

Building on our use cases, we are defining different Case Studies – investigating practical implementation and consequences of CCAM services across various dimensions of mobility.

Examples of scenarios considered:

- automation of depot workflows (reskilling of staff to meet CCAM-related requirements),
- reskilling for AI mobility platform management,
- transition of urban bus drivers and planners
- reskilling last-mile delivery planners
- remote fleet supervision and goods terminal workforce adaptation for autonomous truck operations

We will analyse geographical discrepancies, crossmodal transferability, and the applicability and scalability of the project's solutions.



Upcoming expected outcomes



Identification of skills for training and training profiles

We will identify training profiles across the CCAM value chain, also considering the needs of the analysed special workforce groups, to:

- help develop (re)skilling journey maps
- identify areas within the education system(s) that require intervention

New (re) training curricula and modules



We will design and develop new (re)training modules, building on the skills and addressing the training needs identified by the project. They will be:

- tailored to the different worker profiles and job positions mapped within the project
- assessed in their relevance and effectiveness by our case studies



Upcoming expected outcomes



Novel CCAM Business Models Toolkit

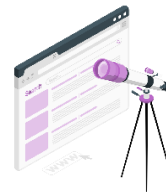
A toolkit designed to support the progression of future CCAM services.

It will be built on assessment of Business Models opportunities resulting from CCAM deployment, of latest business innovation and adaptation practices, and a mapping of best practices for business development and adaptation in response to current or past disruptive technological innovations.

The toolkit will include both:

- **static elements**, such as canvases, guidance and recommendations;
- **dynamic elements**, such as coaching services and online-learning nuggets.

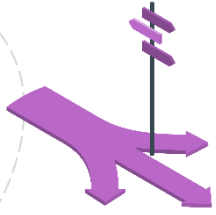
CCAM Employment & Skills Observatory



An AI-based platform, embedded within the website, offering personalised information on the impact of CCAM on employment, emerging job profiles, and the skills required for future careers to different stakeholder types



Upcoming expected outcomes



Guidelines and policy recommendations

After the analysis of challenges and risk generated by CCAM-driven innovation (e.g., job displacement, skill gaps, or ethical considerations), we will formulate recommendations (designed from collaborative efforts of stakeholders).

Our recommendations will educate policymakers at local, regional and EU level, supporting fair and rapid CCAM uptake from different angles (regulation, harmonisation and standardisation, financing, etc)

Impact assessment & Roadmap on socio-economic transition to CCAM



During our activities, we will assess the impact of our novel solutions, from the business model toolkit to the training courses. We will also tailor strategies towards scalability for EU-wide adoption.

At the end, we will create a Roadmap indicating how to facilitate the fair socio-economic transition to CCAM, and providing prerequisites for job growth, strengthened innovation level, and demands for skills in the short (until 2030), mid (until 2040) and long (until 2050) terms.



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Contacts



Contacts



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Thank you

Name of presenter
Organisation



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