



SHOE 5.0

2022-1-PT01-KA220-VET-000088122

Collaborative Workshops Report

**Partnership for Footwear
Industry 5.0 Readiness**

The European Commission's support for the production of this publication does not constitute an endorsement of the contents, which reflect the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

Index

1. Partnership for Footwear Industry 5.0 Readiness	2
1.1 Project Implementation	2
2. Collaborative Workshops Framework	4
2.1 Shoe 5.0 Collaborative Workshops	4
2.1.1 TUIASI Collaborative Workshop	6
2.1.2 Politecnico Calzaturiero Collaborative Workshop	7
2.1.3 CEC Collaborative Workshop	8
2.1.4 CTCR Collaborative Workshop	9
2.1.5 CTCP Collaborative Workshop	10
3. Results	11
3.1 Desk Research, Questionnaires, Focus Group	12
3.2 Key Profiles	12
3.3 Unit Learning Outcomes (ULOs):	14
3.4 Correspondence between Key-Profiles and Unit Learning Outcomes:	16
4. Evaluation	17
5. Conclusions	21
6. Annexes	22
Annex 1 – TUIASI Collaborative Workshop Agenda	23
Annex 2 – TUIASI Collaborative Workshop Attendance List	24
Annex 3 – POLICALZ Collaborative Workshop Agenda	25
Annex 4 – POLICALZ Collaborative Workshop Attendance List	26
Annex 5 – CEC Collaborative Workshop Agenda	27
Annex 6 – CEC Collaborative Workshop Attendance List	28
Annex 7 – CTCR Collaborative Workshop Agenda	29
Annex 8 – CTCR Collaborative Workshop Attendance List	30
Annex 9 – CTCP Collaborative Workshop Agenda	31
Annex 10 – CTCP Collaborative Workshop Attendance List	32

1. Partnership for Footwear Industry 5.0 Readiness

The Shoe 5.0 project main goal is to prepare EU footwear sector to embrace the challenge of transition to sustainable, human-centric, and resilient industry, transcending efficiency and productivity objectives, allying benefits for industry, workers, and society.

Aligned with the EU Pact for Skills for the Textile, Clothing, Leather and Footwear sectors (EU TCLF Pact for Skills) the Partnership for Footwear Industry 5.0 Readiness seeks to upskill/reskill workers, allying benefits not only for workers, but also for the companies and society.

The project proposes to develop a multilevel tailor-made upskilling and reskilling scheme and correspondent innovative content and tools, to implement the presuppositions of industry 5.0 towards a green and digital transition, making footwear factories a place where creative and talented people can come and work and live a human-centric experience.

Overall, the project outcomes will contribute to ensure that workers acquire the needed skills to support the green and digital transition in footwear factories across Europe.

1.1 Project Implementation

To accomplish the stated goals, the project will be implemented over a 36-month period, from 1st November 2022 to 30th October 2025, and will comprise 5 Work Packages.



The work will be carried out by a consortium composed of the following partners:



Capital Humano
EDIT VALUE, Lda
(PT)



Figura 1 - Project Work Partners
centro tecnológico
do calçado de portugal

CTCP- Centro Tecnológico
do Calçado
(PT)



CTCR- Centro Tecnológico
del Calzado de La Rioja
(ES)



POLICALZ - POLITECNICO
CALZATURIERO SCARL
(IT)



CEC - European Foot-
wear Confederation (BE)



ByAr - Embracegadget,
Lda (PT)



TUIASI - Universitatea
Tehnica Gheorghe Asachi
Din Iasi (RO)

Illustration 1 - Project Partners

2. Collaborative Workshops Framework

The project implementation started, in the scope of Workpackage nº2 - Industry 5.0 and Needed Key Competences, with the **analysis of the current integration of the Industry 5.0 principles in the Footwear sector**, with the study of the current and future footwear workforce and the match with the footwear professional profiles, meaning footwear jobs, in Portugal, Spain, Italy, and Romania. The partnership put in place a **desk research on the framework of i5.0** according to different dimensions – policy, technology, education, marketing and manufacturing opportunities – and evidence-based research through a **Survey** and a **Focus Group**, evolving about **80 companies of 9 different countries**.

Together, with the **Focus Groups**, which took place in the first steps of the project, the **collaborative workshops** have an important role in the involvement of the stakeholders, this time in a stage of validation of the results.

2.1 Shoe 5.0 Collaborative Workshops

A collaborative workshop is a specific kind of meeting in which a group of active participants applies methodologies in order to:

- **Brainstorm:** generate ideas;
- **Solve Problems:** analyse the root causes of a problem, assess the risks;
- **Perform Marketing Analysis:** evaluate a market;
- **Develop Strategic Analysis:** analysing an organisation's strengths and weaknesses, building a common vision;
- **Manage projects:** identify projects, plan a project, carry out agile retrospectives;
- **Make decisions:** prioritise actions, analyse alternatives;
- **Team building:** breaking the ice, solving internal problems.



Image 1 - Example of a Collaborative Workshop

In Shoe5.0, collaborative workshops were implemented as **team-building activities with validation purposes**. These actions were expected to help validate at least **two** of the **project's results**, the **study on I5.0** applied to the footwear industry in Europe, which led to a set of new competences to be developed for the footwear industry, and the study on the **selected key profiles** (footwear jobs) for the future footwear industry workforce related to I5.0.

A total of **5 Collaborative Workshops** were held:

- **TUIASI** hosted their Collaborative Workshop in Iasi on the **18th of September 2023**;
- **Politecnico Calzaturiero** held their Collaborative Workshop on the **28th of September 2023**;
- **CEC** organized an online Collaborative Workshop in the **29th of September 2023**;
- **CTCR** hosted their Collaborative Workshop on the **29th of November 2023**;
- **CTCP** held their Collaborative Workshop in Porto on the **17th of January 2024**.

2.1.1 TUIASI Collaborative Workshop



TUASI held their Collaborative Workshop on the 18th of September 2023 in Iasi, Romania, at the Faculty of Industrial Design and Business Management (DIMA).

The activity was attended by **10** participants:

- **6** employees of small and medium Romanian footwear companies (4 Footwear Engineers, 2 Footwear Technicians, 1 Footwear Foreman);
- **3** VET providers/ trainers/tutors;
- **1** Representative of Footwear Sector Associations (Footwear Engineer).

All the participants were previously invited via email by TUASI. The agenda and attendance list can be found in [Annex 1](#) and [Annex 2](#).

The Collaborative Workshop carried on for **60 minutes**



Image 2 - TUIASI Collaborative Workshop

2.1.2 Politecnico Calzaturiero Collaborative Workshop

Politecnico Calzaturiero held their Collaborative Workshop on the 28th of September 2023 in Politecnico Calzaturiero facilities.

The partner managed to involve **23** participants:

- 17 employees of small and medium Italian footwear companies (5 Specialized Consultants, 2 Footwear Technicians, 5 Company's Owners, 3 Footwear Designers, 1 Footwear Engineer, 1 Human Resources Responsible);
- 4 employees of Big Italian Footwear enterprises (1 Project Manager, 2 Customized Software Developer, 1 Sales Manager);
- 2 VET / HE Training provider.

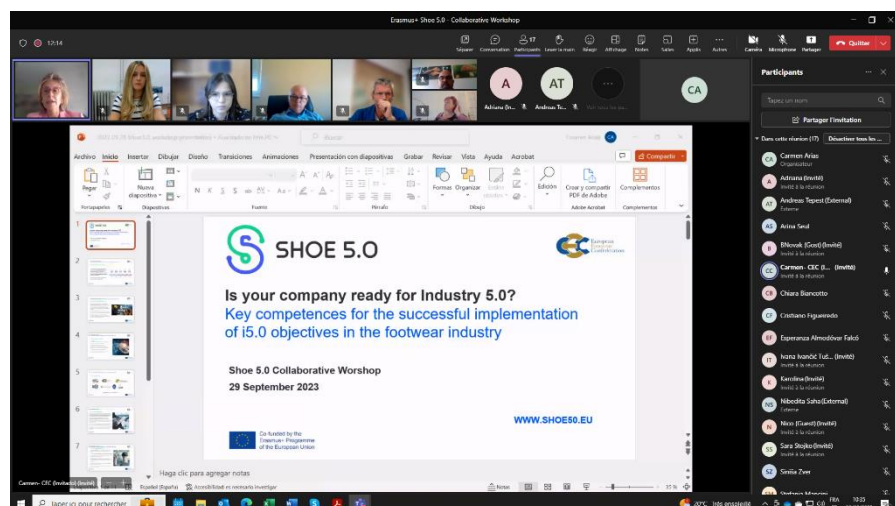
All the participants were previously invited via email and were subsequently informed about the dynamic of the event by email.

The Collaborative Workshop lasted approximately **90 minutes** and the agenda and attendance list can be found in [Annex 3](#) and [4](#).



Image 3 - Politecnico Calzaturiero Collaborative Workshop

2.1.3 CEC Collaborative Workshop



CEC hosted their Collaborative Workshop on the 29th of September 2023 online, through Microsoft Teams platform.

The session was attended by **18** participants:

- 6 employees of Big European Footwear enterprises (1 CEO, 1 Footwear Engineer, 1 Senior Vice President CSR, 3 Footwear Designers). The attending companies are based in Germany, Croatia and Slovenia;
- 4 Footwear Technology Centres Employees (2 Researchers, 1 Project Manager, 1 Head of International Relations);
- 8 Educational Institutes Employees (2 Assistants, 2 Project Manager, 3 Researchers, 2 Teachers).

All the participants were previously invited via email and were subsequently informed about the dynamic of the event by email.

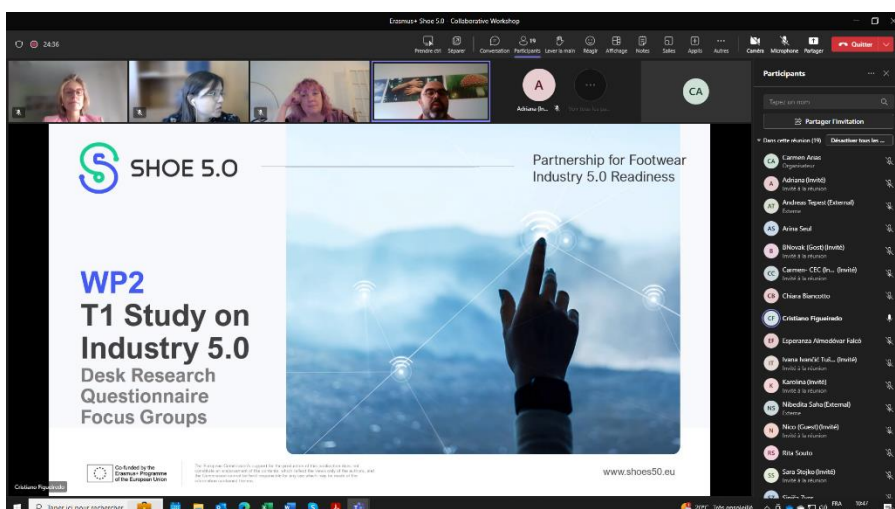


Image 4 - CEC Collaborative Workshops

The Collaborative Workshop lasted approximately **90 minutes** and the agenda and attendance list can be found in [Annex 5](#) and [6](#).

2.1.4 CTCR Collaborative Workshop

CTCR hosted their Collaborative Workshop on the 29th of November 2023 at CTCR facilities in Arnedo.

Seventeen people were present:

- 9 employees of small and medium Spanish footwear companies (3 Company's Owner, 1 Company CoOwner, 1 Marketing Department employee, 1 Administration Department employee, 1 Footwear Designer, 1 Production Manager, 1 I.T Developer);
- 7 employees of Big Footwear Enterprises (2 Consultants; 1 I+D Technician, 1 Lawyer, 1 Laboratory Technician, 1 Marketing Department employee, 1 Training Department employee);
- 1 Enterprise Cluster (secretary).



Image 5 - CTCR Collaborative Workshop

The Collaborative Workshop lasted approximately **90 minutes** and the agenda and attendance list can be found in [Annex 7](#) and [8](#).

2.1.5 CTCP Collaborative Workshop

CTCP held their Collaborative Workshop at Porto, in APICCAPS facilities, on the 17th of January 2024.

9 people attended the event:

- 5 Small and Medium Portuguese Footwear Companies Employees (4 CEOs, 1 Footwear Technician);
- 3 Footwear Technological Centre Employees (1 Manager, 2 Communication Department employee),
- 1 representative of Footwear Sector Associations (Lawyer).

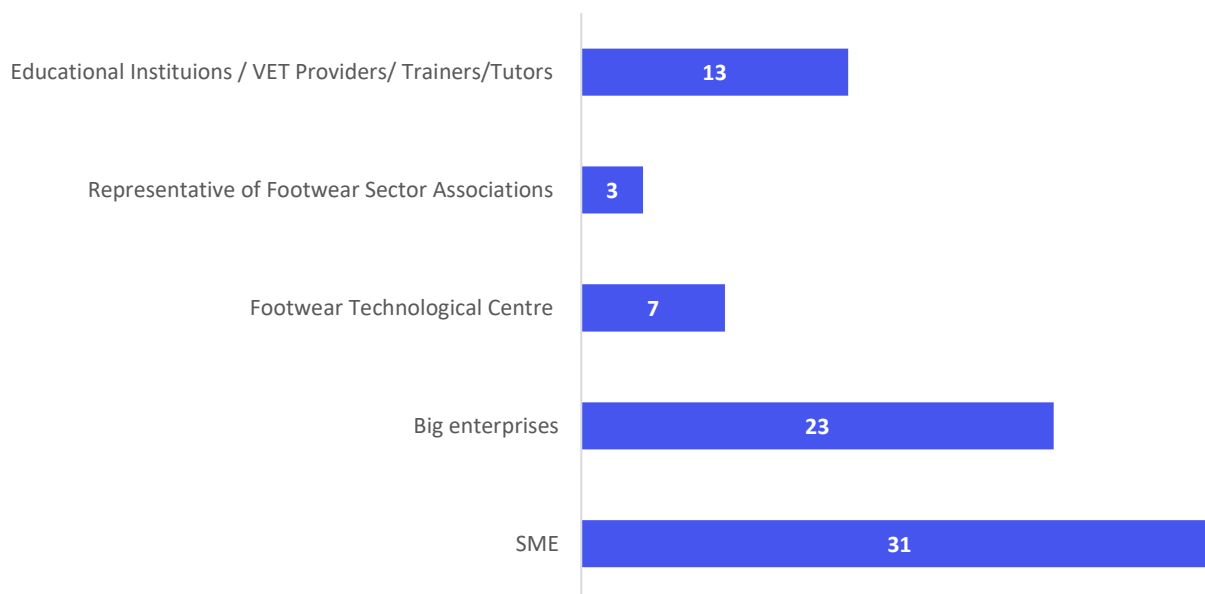
The Collaborative Workshop lasted approximately **90 minutes** and the agenda and attendance list can be found in [Annex 9](#) and [10](#).

The collaborative workshop was broadcast live on YouTube, and you can watch the whole event at the following link: [Workshop: A sua empresa está preparada para a indústria 5.0? - 17 JAN 2024 - YouTube](#)



Imagem 6 - CTCP Collaborative Workshop

Overall, the five collaborative workshops involved **77 participants**.



Graphic 1 - Characterization of Collaborative Workshop Participants

In terms of nationalities, people from **Portugal, Spain, Italy, Romania, Germany, Croatia, the Czech Republic, Belgium and Slovenia** participated in the Collaborative Workshops.

3. Results

Having the partners previously agreed on the contents to be addressed, the main conclusions are summarised below, organized by topics.

It is worth noting that in the collaborative workshops organized by CTCR and Politecnico Calzaturiero, participants were divided into smaller work groups for a more in-depth analysis and a more careful debate on the issues under discussion.

3.1 Desk Research, Questionnaires, Focus Group

All the collaborative workshops began with a project presentation, in order to contextualise the content to be analysed.

Since for many participants this was their first contact with the project, the work carried out in the first phase of the project, namely the Desk Research, the results extracted from the questionnaires applied, and the main conclusions of the focus groups conducted, were mentioned and explored.

The participants were very surprised and interested in the work carried out, given the relevant results obtained and the importance they consider it to have in the current context of the European footwear industry.

3.2 Key Profiles

The research identified 5 profiles:

Footwear Technical Manager



1 Responsible for the management of the technical information for the Footwear development process.

Footwear Technical Manager



2 In charge of production equipment before, during, and after manufacturing.

Footwear Designer Pattern Maker



3 Responsible for all aspects of the shoe's design

Maintenance Technician



4 Performs routine maintenance of equipment, machinery and manufacturing facilities and helps troubleshoot and repair any mechanical or electrical problems when they arise.

5.0 Footwear Architect



5 Professional that has skills, knowledge and attitudes linked to Industry 5.0 topics.

Illustration 2 - Key Profiles

These profiles were positively received by all the participants in all the collaborative workshops. All those involved showed great enthusiasm and expectation with the systematisation of the profiles, considering them to be appropriate and in line with the future needs of the European footwear sector, while also reflecting the sector's evolution.

From the collaborative workshop held by the CTCR, the participants highlighted and got a very favourable impression of the Architect 5.0 profile, due to the innovative and advanced approach it represents. However, they also reflected on the distance they consider to exist between their conceptualisation and operationalisation, as it is deemed to require a more extensive adaptation process.

When these profiles were presented, the participants in the collaborative workshop held in Italy emphasized the need to include the development of digital, circular economy and sustainability skills in all the profiles training paths.

With this information it's possible to say that all profiles have been validated for further development.

3.3 Unit Learning Outcomes (ULOs):

After the presentation of the profiles and the debate on their relevance and applicability, the 15 Unit Learning Outcomes (ULOs) were presented and analyzed.

The introduction of ULOs received a positive response in every Collaborative Workshop. The participants described the various Learning Units as efficient and perceived them as a proactive approach to the objectives, perspectives, opportunities and challenges imposed by the new industry paradigm, with a strong focus on digitalization and technological advancement.

According to the participants, the contents identified also demonstrate a commitment to the competitiveness, evolution and relevance of the footwear sector in the European economy.

In response to the shared recognition of the benefits of ULOS to the modern demands of diverse working environments, some concerns have emerged:

- **Technological gaps:** SMES representatives expressed concerns about the more rudimentary machinery they own, which can represent challenges to the implementation of Ulos and similar transformative educational strategies more challenging for smaller companies.

ULO Designation

1. Management of Human Resources for Industry 5.0
2. Programming using Block Language
3. Big Data in Footwear Industry 5.0
4. Networking & Coworking
5. Product Traceability & Supply Chain for Industry 5.0
6. Artificial Intelligence (AI) in Footwear Industry 5.0
7. Manufacturing i5.0
8. Co-innovation 5.0
9. Corporate Social Responsibility for Footwear Industry 5.0
10. Ergonomics and Digital Anthropology
11. Bio-Inspired Materials and Technologies
12. Wellbeing in Industry 5.0
13. Circular Design, Smart Materials and Innovative Processes in Footwear Industry 5.0
14. Management for Technological Changes
15. Ultra and Mass Customisation

Image 7 - ULO's

- **Practical industry-specific application:** Participants underlined the importance of incorporating practical, industry-specific examples and experiences into training programs, so that not only theoretical knowledge is imparted, but the workforce is also technically trained. In this context, participants highlighted the important role of incorporating Virtual Reality and Augmented Reality technologies into the training package.
- **Accessibility of Augmented Reality (AR) and Virtual Reality (VR) tools:** Despite being highlighted as disruptive in practical training for jobs in the sector, and as a tool to boost the efficiency and cost-effectiveness of training, the difficulty of accessing these devices is recognized.

3.4 Correspondence between Key-Profiles and Unit Learning Outcomes:

Next, the training paths for each key profile identified were presented:

	List of ULOs	Developer partner	Profiles				
			Footwear technical manager	Footwear manufacturing operator	Footwear designer / pattern maker	Maintenance technician	15.0 Footwear Architect
1	Management of Human Resources for Industry 5.0	EDIT VALUE					
2	Programming using Block Language	CTCR					
3	Big Data in Footwear Industry 5.0	POLICALZ					
4	Networking & Coworking	EDIT VALUE					
5	Product Traceability & Supply Chain for Industry 5.0	CTCR					
6	Artificial Intelligence (AI) in Footwear Industry 5.0	POLICALZ					
7	Manufacturing i5.0	CTCP					
8	Co-innovation 5.0	CTCP					
9	Corporate Social Responsibility for Footwear Industry 5.0	TUIASI					
10	Ergonomics and Digital Anthropology	TUIASI					
11	Bio-Inspired Materials and Technologies	TUIASI					
12	Wellbeing in Industry 5.0	EDIT VALUE					
13	Circular Design, Smart Materials and Innovative Processes in Footwear Industry 5.0	POLICALZ					
14	Management for Technological Changes	CTCR					
15	Ultra and Mass Customisation	CTCP					

Legend:	
Very relevant	
Optional	
Not relevant	

Image 8 - Training Paths

All participant considered that there is a strong and effective correspondence between the Learning Units and the Key Profiles identified key (the 4 existing ones and the newly created). From the participants' perspective, the ULOS are fully aligned with the specific functions and responsibilities of each profile and are suitable in light of the challenges and opportunities of implementing Industry 5.0 in the footwear sector. All the skills to be developed and enhanced are in line with the future needs of the sector and fill the gaps currently identified.

4. Evaluation

As stipulated in the project Handbook and Quality Management Plan, activity evaluation forms were applied at the end of the Collaborative Workshops. Although they were administered at all the Collaborative Workshops, no data was reported from the workshops organised by CTCR and POLICALZ.

The structure of the survey was as follows:

SHOE 5.0 - Project Collaborative Workshop evaluation form- Portugal, January 17th 2024

This questionnaire aims at evaluating the collaborative workshop you've just participated. Your opinion is very important to us. Thank you for your collaboration!

[Faça login no Google para salvar o que você já preencheu. Saiba mais](#)

* Indica uma pergunta obrigatória

1- Please rate the Collaborative Workshop regarding the following aspects (5- Excellent; 4- Good; 3- Average; 2- Need improvement; 1- Inadequate)

	1	2	3	4	5
Quality of the facilities (internet connection, room facilities, etc)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Expectations about the event were met	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of overall organization and logistics	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of information received	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Use of practical examples	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Speakers at the event	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Duration of the event	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Possibility of communicating with other participants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pertinence of materials presented	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2. In your opinion, what was the highlight of today's event?

Sua resposta

3. In your opinion, what could we do to improve future events?

Sua resposta

4. Please let us know about other ideas or suggestions you may have on how we can improve the SHOE 5.0 project.

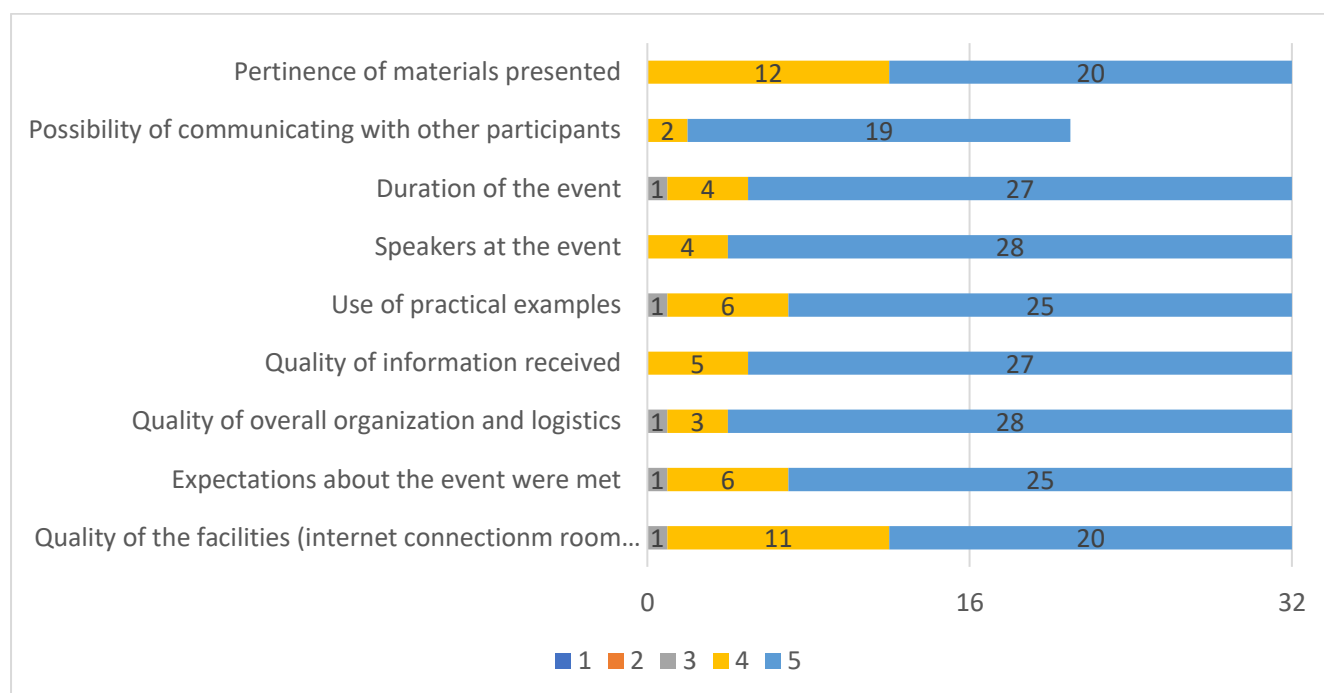
Sua resposta

Thank you for your valuable contribution!
SHOE 5.0 team

[Enviar](#) [Limpar formulário](#)

It's worth noting that the survey applied by CEC presents a slightly different structure, but addresses the same issues. However, there is no question about the possibility of communicating with other participants, possibly due to the fact that the collaborative workshop took place online.

A total of 32 responses were obtained, and the results were as follows:



In the event's highlight field, the following comments were left:

Sharing experiences with other participants
To see the future directions in the industry
The practical examples used
Meeting new people in the industry
Learning about new directions in the field
Sharing new ideas in the footwear field

Presenting the progress made so far in the project and also the future directions

In the improvement box's, participants mentioned:

More people from the industry participating

Suggestions about how to approach the education of future workers in the industry

In field dedicated to other ideas and suggestions, participants referred:

Practical experiences in the field

Perform trainings with factories in the industry

Very interesting project! Thanks for sharing

Can you share presentations?

The event was very well moderated and reached important actors in the footwear community

5. Conclusions

From the Collaborative Workshops we can verify that all the content developed so far is validated, both the Key Profiles, the Unit Learning Outcomes and the training plans designed for each profile.

The profiles presented and designed (in the case of the Architect 5.0 profile) were well received and highlighted as being in line with the current scenario of the European footwear industry, as well as being able to respond favourably to future challenges.

The Unit Learning Outcomes presented were also widely appreciated by the participants, and their proactive approach to the challenges and opportunities brought about by technological advances was underlined. It was also emphasised how the ULO's make it possible to develop and enhance the essential skills for a correct and effective implementation of Industry 5.0 in the European footwear sector.

When analysing the cross-referencing between key profiles and ULOs, it was concluded that the training paths are well thought out and adapted to the requirements of each role.

6. Annexes

Annex 1 – TUIASI Collaborative Workshop Agenda



SHOE 5.0 Partnership for footwear industry 5.0 readiness

2022-1-PT01-KA220-VET-000088122

Shoe 5.0 Collaborative Workshop

Date: 18th September 2023

Place: Facultatea de Design Industrial si Managementul Afacerilor,

Tex 2 building, Room 203

Iasi, Romania

Organizer of the Event: TUIASI

AGENDA

14:00 – 14:05	Welcome Mariana COSTEA, lecturer, Gheorghe Asachi Technical University of Iasi (TUIASI)
14:05 - 14:15	SHOE5.0 project introduction https://shoe50.eu/ Arina SEUL, assistant, Gheorghe Asachi Technical University of Iasi (TUIASI)
14:15 - 14:20	Presentation of the results Mariana Costea and Arina Seul, Gheorghe Asachi Technical University of Iasi (TUIASI)
14:20- 14:55	Discussions <ul style="list-style-type: none"> • Research report and training needs; • New competences – units of competences to be developed; • Impact of the new competences in the footwear jobs and the new emergent profiles/job; • Overview of the training paths – correspondence between units of competences/units of learning and the different job profiles; • Project next steps.
14:55 – 15:00	Closing and networking

www.shoe50.eu

2022-1-PT01-KA220-VET-000088122

Annex 2 – TUIASI Collaborative Workshop Attendance List



SHOE 5.0 - Partnership for footwear industry 5.0 readiness

2022-1-PT01-KA220-VET-000088122

List of participants

Collaborative workshop

Developer partner: TUIASI- Gheorghe Asachi Technical University of Iasi

Work Package: WP2 Industry 5.0 and Needed Key Competences

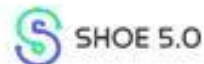
Activity: 2.5: Collaborative workshops (brainstorms and validation session)

Date: 18/09/2023 / Faculty of Industrial Design and Business Management/ Tex 2 building/ Room E4/ Iasi, Romania

	Name	Surname	Email	Occupation	Signature
1.	Munteanu Stefan	Claudiu	stefan.munteanu@yahoo.com	Varahoud Republic	
2.	Munteanu	Auca	ancam-is@yahoo.com	Varahoud Republic	
3.	LIANUSCE	ANIELA	anuelianusce@yahoo.com	LTJ, Iren, Nicita - Iren	
4.	ECHIPOR AMISOARA	IDNELA	amy.achipor@yahoo.com	LTJ, Iren, Nicita - Iren	
5.	CHITAN IULIANA		chitan_iu@yahoo.com	LTJ, Iren, Nicita - Iren	
6.	CHITAN NELLY	MICSUNICA	chitannelly25@gmail.com	LTJ, Iren, Nicita - Iren	
7.	LUCA	ADRIANA-RODICA	adriana.luca@yahoo.com	SC ICOSIL COM. SEC	
8.	AGUDARU MIHAELA	MIHAELA	mihaelaagudaru@yahoo.com	Coloniul Teles, Iren C. St. Iren	
9.	POGATIU	ELENA	MEMA.RS@yahoo.com	Coloniul Teles, Iren C. St. Iren	
10.	CHIRILA	ADRIANA	adriana.chirila@gmail.com	SC ANGELEA INTERNATIONAL	
				SFERA FACTOR	



Annex 3 – POLICALZ Collaborative Workshop Agenda



SHOE 5.0 Partnership for footwear industry 5.0 readiness

2022-1-PT01-KA220-VET-000088122

Shoe 5.0 Collaborative Workshop

Date: 28/11/2023

Place: Politecnico Calzaturiero Scarl,

Via Venezia 62, Vigonza (PD), Italy

Organizer of the Event: POLITECNICO CALZATURIERO

AGENDA

17:00 – 17:10	Welcome by Alice Marcato, Technical Director of Politecnico Calzaturiero Scarl
17:10 - 17:25	SHOE5.0 project, presentation of the results reached so far (<i>Annex 4</i>) and explanation of the activities
17:25 – 18:05	Division into 5 working groups and discussion about: <ul style="list-style-type: none"> • Validation of the training needs. • Discussion of the units of competences to be developed. • Evaluation of the new profiles identified • Evaluation of the possible impact of the new competences in the footwear jobs and the new emergent profiles/job
18:05- 18:30	Sharing of the working groups' discussions
18:30	Closing and networking

www.shoe50.eu

2022-1-PT01-KA220-VET-000088122

Annex 4 – POLICALZ Collaborative Workshop Attendance List

WPForms



	Name/Surname	Email	Company
1	Alice Marcato	a.marcato@politecnicocalzaturiero.it	Politecnico Calzaturiero Scarl
2	Chiara Biancotto	c.biancotto@politecnicocalzaturiero.it	Politecnico Calzaturiero Scarl
3	Daniela Rodighiero	daniela.rodighiero@mas.mn	MAS
4	Alberto Scanferla	fashion.alberto@gmail.com	Fashion wall srl
5	Erica Nussio	erica.nussio@mas.mn	MAS MANAGEMENT NETWORK
6	Elisa Zatta	elisa.zatta@mas.mn	MAS MANAGEMENT NETWORK
7	Carlo Cappelleri	c.cappelleri@gmail.com	consulente aziendale
8	alessandra vicari	a.vicari@sandrovicari.it	sandro vicari
9	maurizio santello	maurizio.santello@sfaservizi.it	Sfaservizi srl
10	Lino Zagolin	lino.zagolin@grupposcai.it	Scai Itec
11	pietro ferraresso	pietrodesign@hotmail.com	azienda
12	moise baranes	parlamento@empresa.it	EMPRESA
13	Violante Bellini	caspita.violante@gmail.com	Celine Production
14	Martina Rizzo	martina.rizzo@mylia.com	Ente di formazione
15	Manuel Morone	manuel.morone@tesisquare.com	Tesisquare Spa
16	Paolo Caffagni	paolo.caffagni@elision.it	Elision Srl
17	Gabriella Zampolla	gabriellazampolla@himco.it	HimCo Industry Spa
18	Mario Pierazzo	emmepiersrl@gmail.com	Emmepier sel
19	elisa novello	elisa.novello@nillab.it	Nillab MI
20	raffaella vego scocco	raffaella.vego@trezetagroup.com	Brenta Suole srl
21	Matteo Molon	m.molon@prisma-tech.it	Prisma Tech
22	alessandro poletto	direzione@vpshoes.it	vp shoes srl
23	gianmaria salvato	gianmaria.salvato@nicomediaconsulting.com	Nicomedia consultin
24	PAOLA SMAJATO	paola.smajato@calzaturificiovalbrenta.com	calzaturificio VALBRENTA SRL
25	giorgio Di Lorenzo	giorgiogiovannidilorenzo@gmail.com	Mkt4value srls

Annex 5 – CEC Collaborative Workshop Agenda



**Erasmus+ Shoe 5.0 Collaborative Workshop organised by CEC (European
Confederation of Footwear Industry)
29th of September 2023 at 10h30 (CEST) – Microsoft Teams**

The CEC (European Footwear Confederation) in the framework of the Erasmus+ Shoe 5.0 project (<https://shoe50.eu>) dedicated to preparing the EU footwear sector to embrace the challenge of the transition into a sustainable, human-centric, and resilient industry, invites you to join the online collaborative workshop that will take place on Microsoft Teams platform on Friday 29th of September from 10:30 to 12:00 CEST.

Erasmus + Shoe 5.0

The Erasmus+ Shoe 5.0 project has three main objectives. Firstly, it is about providing knowledge to workers so that they can interconnect the implementation of new technologies, bringing maximum performance to their companies, and thus taking a further step towards sustainability and efficiency, improving human experiences at work. It also embraces the challenge of transitioning to a sustainable, human-centric, and resilient industry, transcending efficiency and productivity objectives, and allying benefits for industry, workers, and society. Finally, the project aims to develop a personalised, multi-level digital training plan that meets the specific needs of workers.

Agenda

10:30 – 10:50: Welcome and introduction to the Erasmus+ Shoe 5.0 project (Carmen Arias, CEC)

10:50 – 11:15: Presentation of the study on I5.0 applied to the footwear industry in Europe (Rita Souto and Cristiano Figueiredo, CTCP)

11:15 – 11:45: Presentation of the study on key profiles for the future footwear industry's workforce related to I5.0 (Alice Marcato, Politecnico Calzaturiero)

11:45 – 11:55: Collaborative discussion on the results and Q&A

11:55 – 12:00: Conclusion and next steps (Carmen Arias, CEC)

You can attend the online workshop by registering on [here](#) by Thursday 28th of September at 17:00 CEST at the latest.



Annex 6 – CEC Collaborative Workshop Attendance List

Erasmus+ Shoe 5.0 - Collaborative Workshop Participation List						
First and last name	Occupation	Organisation	Email address	Country	GDPR conse	
Carmen Arias	Secretary General	CEC	c.arias@cec-footwearindustry.eu	Belgium	I agree	
Mathilde Rozé	Communications and EU Project Assistant	CEC	m.roze@cec-footwearindustry.eu	Belgium	I agree	
Rita Souto	Training / project management	CTCP - Centro Tecnológico do Calçado de Portugal	rita.souto@ctcp.pt	Portugal	I agree	
Cristiano Figueiredo	Researcher	CTCP	cristiano.figueiredo@ctcp.pt	Portugal	I agree	
Arina Seul	Assistant	TUIASI	arina.seul@academic.tuiasi.ro	Romania	I agree	
Chiara Biancotto	Research and Development team member	Politecnico Calzaturiero SCARL	c.biancotto@politecnicocalzaturiero.it	Italy	I agree	
Adriana Chirila	Assistant	TUIASI	adriana8chirila@gmail.com	Romania	I agree	
Andreas Tepest	Senior Vice President CSR	Deichmann	Andreas_Tepest@deichmann.com	Germany	I agree	
Sara Stojko	Footwear Designer	Ivančica d.d.		Croatia	I agree	
Esperanza Almodóvar	Head of International Relations	INESCOP	esperanza@inescop.es	Spain	I agree	
Stefania Mancini	Career Service Manager/Project Manager	Arsutoria School	stefania@arsutoria.com	Italy	I agree	
Karolina Lazar	shoe developement	Jelen Professional d.o.o.	karolina.lazar@jelen.hr	Croatia	I agree	
Sinisa Zver	CEO	Ivancica.dd	szver@ivancica.hr	Croatia	I agree	
Ivana Ivančić Tušek	Shoe creator	Borovo d.d. shoe manufactor and sale	ivana.tusekivancic@borovo.hr	Croatia	I agree	
Maximilian Wagner	Scientific Researcher	Prüf- und Forschungsinstitut Pirmasens e.V.	max.wagner@isc-germany.com	Germany	I agree	
Nicoline van Enter	CCO Footwearology	Footwearology	nico@footwearologylab.com	Spain	I agree	
Urma Cosmin Alexandru	Teacher	Liceul Tehnologic "Ion Nistor" Vicovu de Sus	urma.alecs@gmail.com	Romania	I agree	
Boštjan Novak	Footwear ing	Alpina d.o.o.	bostjan.novak@alpina.si	Slovenia	I agree	
Oana-Andreea CHIRIAC	Research Assistant	Activ Orthopedic		Romania	I agree	
Nibedita Saha	Asst. Professor, Project Manager	Tomas Bata University in Zlin	nibedita@utb.cz	Czech Republic	I agree	

Annex 7 – CTCR Collaborative Workshop Agenda



SHOE 5.0 Partnership for footwear industry 5.0 readiness

2022-1-PT01-KA220-VET-000088122

WP2: Industry 5.0 and Needed Key Competences

2.5: Collaborative Workshops (Report)

29/11/2023 CTCR (polígono el Raposal 65, Arnedo – La Rioja)

CTCR (Centro Tecnológico del Calzado de La Rioja)

AGENDA

10:00 – 10:05	Bienvenida Asier Rodriguez, CTCR
10:05 - 10:15	Presentación of SHOE5.0 Project Asier Rodriguez, CTCR Presentación de los resultados alcanzados Asier Rodriguez, CTCR
10:15 - 10:45	Breve introducción a la industria 5.0 Enrique Fernández, CTCR Presentación de los perfiles para la industria 5.0 Enrique Fernández, CTCR
10:45 - 11:15	Pausa para el café
11:15- 11:35	Presentación de las unidades de Competencias Enrique Fernández, CTCR
11.35 –12:00	Espacio de colaboración y discusión.
12:00 – 12:05	Cierre Asier Rodriguez, CTCR

www.shoe50.eu

2022-1-PT01-KA220-VET-000088122

1

Annex 8 – CTCR Collaborative Workshop Attendance List



SHOE 5.0 Partnership for footwear industry 5.0 readiness

2022-1-PT01-KA220-VET-000088122

List of Participants

2.5: Collaborative workshops (Report with the key profiles for the future footwear industry's workforce related to Industry 5.0)

Arnedo, Spain

November 29

#	Name	Organization	eMail
1	Enrique Fernández Martínez	CTCR	efernandez@ctcr.es
2	Asier Rodriguez San Miguel	CTCR	arodriguez@ctcr.es
3	Jose Javier Benedi	Romulo Benedi	jose.gestion@romulobenedi.com
4	Ana María Cambero Igea	Salvi Calzados S.L.	anacambero@salvicalzados.net
5	Eduardo Pellejero Rubio	Poveda Textil	epellejero@povedatextil.com
6	Ángel Bosque Mellado	Iturri S.A.	abosque@iturri.es
7	Juan Sáenz León	Jose Saenz S. L.	juans@josesaenz.es
8	Olga Salcedo Fernández	Jose Saenz S.L.	olgas@josesaenz.es
9	Cesar Perdomo Laverde	Industria de calzado Jovical	cesar.perdomo@calzadajovical.com
10	Alberto Fernández	Calzados Zels	alfernandez@calzadoszels.com
11	M ^a Cruz Indave Rezola	Manufacturas Vinilicas S.L.	informacion@mavinsa.es
12	Ana Palacios Potoc	Arneplant S.L.	anapalacios@arneplant.com
13	Roberto Herce Saenz	Cauchos Arnedo S.A.	robertoherce@cauchosarnedo.es
14	Asier Lázaro Calleja	Gran Protection International	asier@gpin.es
15	Álvaro Barrachina Quemada	Gran Protection International	alvaro@gpin.es
16	Jose Antonio Sacramento Asensio	Acebo Shoes	josesacramento@aceboshoes.com
17	Pilar Yáñez	Fal Seguridad S.L.	pyarnoz@falseguridad.es
18	Marta Martínez Gil de Gomez	Robusta	martamartinez@robusta.es
19	Julio Garcia Martínez	Grupo Viguera S.L.	juliog@grupoviguera.com

Annex 9 – CTCP Collaborative Workshop Agenda

17:00	Welcome Reception Networking
17:15 – 17:20	Introduction to the project subject Sofia Fernandes (moderator from Media Capital)
17:20 - 17:35	Presentation of the SHOE5.0 project and its outcomes Rita Souto & Cristiano Oliveira (CTCPI)
	Discussions
	<ul style="list-style-type: none"> • Research report and training needs;
17:35 - 18:30	<ul style="list-style-type: none"> • New competences – units of competences to be developed; • Impact of the new competences in the footwear jobs and the new emergent profiles/job; • Training paths – correspondence between units of competences/units of
14:55 – 15:00	Closing and networking

Annex 10 – CTCP Collaborative Workshop Attendance List





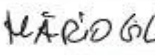
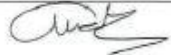
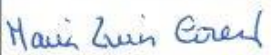

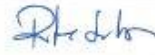



SHOE 5.0 Partnership for footwear industry 5.0 readiness

2022-1-PT01-KA220-VET-000088122

LISTA DE PARTICIPANTES | Workshop Colaborativo

17/01/2024 - APICCAPS: Rua Alves Redol, 372, 4050-042 Porto Portugal

Nome do Participante	Organização / Empresa	Assinatura
Inês Vieira	APICCAPS – Associação Calçado	
Juliana Cruz	NITEXIL	
Álvaro Gouveia	CEI Group, Lda	
Carla Matos	CARITÉ Calçados	
Mário Gil Moreira	KLAIVENESS Footwear	
Ana Maria Vasconcelos	BELCINTO - Vasconcelos e Cª. Lda.	
Luisa Correia	CTCP - Direção	
Flora Bastos	CTCP - Comunicação	
Rita Souto	CTCP - Formação	
Cristiano Figueiredo	CTCP – Automação e Robótica	
Mariana Aguiar	CTCP – Organização Gestão de Empresas	