Future needed skills and trends for the TCLF sectors

Skills4Smart

TCLF 2030

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TITLE: Future needed skills and trends for the TCLF sectors

TASK III.2 Field research – Focus Groups & Interviews to Companies

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CONTENT

Content

Executive summary 8

Overview of the presented parameters and statistics 9

- Occupation 9
- Definition 9
- Representation 9
- Change caliber 9
- Drivers of change 10
- Nature of changes 10
- Skills expectations 11
- Skills mismatch solution strategy 11

Occupation: Fashion designer 12

- Fashion Designer - Definition 12
- Fashion Designer - Representation 12
- Fashion Designer - Change caliber 14
- Fashion Designer - Drivers of change 15
- Fashion Designer - Nature of changes 16
- Fashion Designer - Skills mismatch solution strategy 16

Occupation: Textile designer 17

- Textile designer - Definition 17
- Textile designer - Representation 17
- Textile designer - Change caliber 19
- Textile designer - Drivers of change 20
- Textile designer - Nature of changes 21
- Textile designer - Skills mismatch solution strategy 21

Occupation: Product & market trend analyst 22

- Product & market trend analyst – Definition 22
- Product & market trend analyst - Representation 22
- Product & market trend analyst - Change caliber 24
- Product & market trend analyst - Drivers of change 25

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Product & market trend analyst - Nature of changes 26
Product & market trend analyst - Skills mismatch solution strategy 26
Occupation: 3D CAD designer & pattern maker 27
3D CAD designer & pattern maker – Definition 27
3D CAD designer & pattern maker - Representation 27
3D CAD designer & pattern maker - Change caliber 29
3D CAD designer & pattern maker - Drivers of change 30
3D CAD designer & pattern maker - Nature of changes 31
3D CAD designer & pattern maker - Skills mismatch solution strategy 31
Occupation: Laboratory technician for R&D 32
Laboratory technician for R&D – Definition 32
Laboratory technician for R&D - Representation 32
Laboratory technician for R&D - Change caliber 34
Laboratory technician for R&D - Drivers of change 35
Laboratory technician for R&D - Nature of changes 36
Laboratory technician for R&D - Skills mismatch solution strategy 36
Occupation: Digital printing machine operator (including 3D printing) 37
Digital printing machine operator – Definition 37
Digital printing machine operator - Representation 37
Digital printing machine operator - Change caliber 39
Digital printing machine operator - Drivers of change 40
Digital printing machine operator - Nature of changes 40
Digital printing machine operator - Skills mismatch solution strategy 41
Occupation: Automatic (laser) cutting system operator 42
Automatic (laser) cutting system operator – Definition 42
Automatic (laser) cutting system operator - Representation 42
Automatic (laser) cutting system operator - Change caliber 44
Automatic (laser) cutting system operator - Drivers of change 45
Automatic (laser) cutting system operator - Nature of changes 45
Automatic (laser) cutting system operator - Skills mismatch solution strategy 46
Occupation: Clothing technologist 47
Clothing technologist – Definition 47
Clothing technologist - Representation 47

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Clothing technologist - Change caliber 49
Clothing technologist - Drivers of change 50
Clothing technologist - Nature of changes 50
Clothing technologist - Skills mismatch solution strategy 51
Occupation: Leather technologist 52
Leather technologist – Definition 52
Leather technologist - Representation 52
Leather technologist - Change caliber 54
Leather technologist - Drivers of change 55
Leather technologist - Nature of changes 56
Leather technologist - Skills mismatch solution strategy 56
Occupation: Textile technologist 57
Textile technologist – Definition 57
Textile technologist - Representation 57
Textile technologist - Change caliber 59
Textile technologist - Drivers of change 60
Textile technologist - Nature of changes 61
Textile technologist - Skills mismatch solution strategy 61
Occupation: Technician in textronics and automation 62
Technician in textronics and automation – Definition 62
Technician in textronics and automation - Representation 62
Technician in textronics and automation - Change caliber 64
Technician in textronics and automation - Drivers of change 65
Technician in textronics and automation - Nature of changes 65
Technician in textronics and automation - Skills mismatch solution strategy 66
Occupation: Footwear production technician 67
Footwear production technician – Definition 67
Footwear production technician - Representation 67
Footwear production technician - Change caliber 69
Footwear production technician - Drivers of change 70
Footwear production technician - Nature of changes 71
Footwear production technician - Skills mismatch solution strategy 71
Occupation: Quality technician 72

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Quality technician – Definition 72
Quality technician - Representation 72
Quality technician - Change caliber 74
Quality technician - Drivers of change 75
Quality technician - Nature of changes 76
Quality technician - Skills mismatch solution strategy 76
Occupation: Textile finishing technician 77
Textile finishing technician – Definition 77
Textile finishing technician - Representation 77
Textile finishing technician - Change caliber 79
Textile finishing technician - Drivers of change 80
Textile finishing technician - Nature of changes 80
Textile finishing technician - Skills mismatch solution strategy 81
Occupation: Leather finishing technician 82
Leather finishing technician – Definition 82
Leather finishing technician - Representation 82
Leather finishing technician - Change caliber 84
Leather finishing technician - Drivers of change 85
Leather finishing technician - Nature of changes 85
Leather finishing technician - Skills mismatch solution strategy 86
Occupation: Supply chain (data) manager, product (lifecycle) manager 87
Supply chain manager, product manager – Definition 87
Supply chain manager, product manager - Representation 87
Supply chain manager, product manager - Change caliber 89
Supply chain manager, product manager - Drivers of change 90
Supply chain manager, product manager - Nature of changes 91
Supply chain manager, product manager - Skills mismatch solution strategy 91
Occupation: Process and production timeline analyst 92
Process and production timeline analyst – Definition 92
Process and production timeline analyst - Representation 92
Process and production timeline analyst - Change caliber 94
Process and production timeline analyst - Drivers of change 95
Process and production timeline analyst - Nature of changes 95

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Process and production timeline analyst - Skills mismatch solution strategy 96
Occupation: Sustainability expert (including CSR and circular economy issues) 97
Sustainability expert – Definition 97
Sustainability expert - Representation 97
Sustainability expert - Change caliber 99
Sustainability expert - Drivers of change 100
Sustainability expert - Nature of changes 101
Sustainability expert - Skills mismatch solution strategy 101
Occupation: Import Export Specialist 102
Import Export Specialist – Definition 102
Import Export Specialist - Representation 102
Import Export Specialist - Change caliber 104
Import Export Specialist - Drivers of change 105
Import Export Specialist - Nature of changes 105
Import Export Specialist - Skills mismatch solution strategy 106
Occupation: Digital marketing professionals (e-commerce, social media, …) 107
Digital marketing professionals – Definition 107
Digital marketing professionals - Representation 107
Digital marketing professionals - Change caliber 109
Digital marketing professionals - Drivers of change 110
Digital marketing professionals - Nature of changes 111
Digital marketing professionals - Skills mismatch solution strategy 111

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Executive summary

This report contains a selection of the statistical findings of a survey among 225 companies from the textile, clothing, leather and footwear industry in 2018. The survey aimed to test the project hypotheses about skills needs on the field. This assessment was intended to provide input for the following phases of the project, in particular the choice of occupations for which we will update training content and offer it to (future) employees in the industry. The statistics from this report had to support the identification of the priority competence domains by the project partners.

The involvement of companies during the project activities is a guarantee for the project success. Effective contacts with companies will ensure that the project remains focused on the industry needs in terms of occupations, skills and training.

The consultation with companies was a way to gain evidence for the project hypotheses and to investigate cooperation opportunities. Indeed, the communication process continues throughout the project lifetime.

The project started with a number of findings from earlier research and assumed needs. In the summer of 2018, a range of 225 companies were interviewed. With the interviews, we tested these assumptions on the field, so with company owners, CEOs, plant managers or HR managers.

In order to discuss the skills issues with companies, we first made a selection of 20 occupations that are under pressure from various drivers of change and where skills issues arise. For the selection of these 20 occupations, we based ourselves on findings of earlier research and our own insights as sectoral VET stakeholders. We found it essential to have a support base in the industry for the identification of the occupations that - for various reasons - require new or adapted training content and support.

During the interviews, it was examined which factors are important for the changes in the occupations, what the nature of the changes are, what employers expect in terms of competencies, the priorities they set, and especially how companies think they are going to deal with these challenges.

This report contains the most important findings of the interviews, providing an analysis of the skills issues for each of the 20 competence domains we discussed.

This report is a shower of figures and statistics. It has been compiled to assist important choices to be made in the project, in particular the choice of competence domains for which training content has to be developed from the second year of the project. From the list of 20 occupations, we would retain 8 for the next steps in the project.

It is important to indicate the status of the companies involved. It must be said that the sample of the companies surveyed as such was not compiled on the basis of representativeness for the broader industry. We must therefore be cautious with statements for the whole of the sector based on the interviews with companies whose representativeness has not been demonstrated.

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Overview of the presented parameters and statistics

The template for presentation of the 20 occupations is the same, in order to make comparison possible and to justify the choice of profiles. It is advisable to first take note of the following overview of the presented parameters and statistics.

Occupation

Name of the occupation as proposed to the interviewees. We refer to the report on task 1 of WPIII for a justification of the choice of the 20 occupations that were submitted for discussion and analysis in the industry survey.

Definition

One or more definitions are proposed, to help the interviewer to explain the occupations that were questioned, if appropriate and to avoid misunderstandings.
In the left column is the occupation as it is named in practice, and as proposed in the interview, together with a description from previous research, or proposed by competent project partners. If multiple descriptions were available, the description that most closely matches the lower EQF levels, was chosen. We used the left column descriptions in the interview as they should be recognizable.
In the right column is the corresponding or comparable ESCO concept and definition. Sooner or later, we must bring both systems in accordance. The references to ESCO in empty left columns are attempts in this sense.

Representation

Representation of the occupational group in employment in the companies surveyed. The total employment in the companies in the countries where the interviews took place is 46.497. The 20 occupations examined count for 3.968 jobs.
The precise question we asked was on the number of employees currently dedicated to the occupation. We specified that one worker can be dedicated full of part time to one or more occupations, depending on the company's organisation and size.
Both the number of companies employing at least one dedicated employee and the number of employees within the respective occupations are presented. The percentages refer to share of the companies in the total research group and to the weight of the dedicated employees in total employment in the research group.
The figures are also displayed per subsector.

Change caliber

The interviewees were asked to indicate to what extent the occupations change within the company. Change was proposed to be interpreted broadly. It can be about extra or less employees, it can be about changes in tasks, relevance of the occupation in the production process, etc. .
The respondent were proposed an horizon of the following 5 years, and were asked to score from form 1 (no or minimal changes) to 5 (crucial changes).
The respondents were asked to note that occupations without any dedicated worker now, can become important in the future.

The average score for the change caliber of the occupation is compared with the average change caliber for all 20 occupations surveyed.

In the light of any additional hypotheses, we examine which type of companies (company size, countries, innovation capacity) attributes important changes to the occupations in question.

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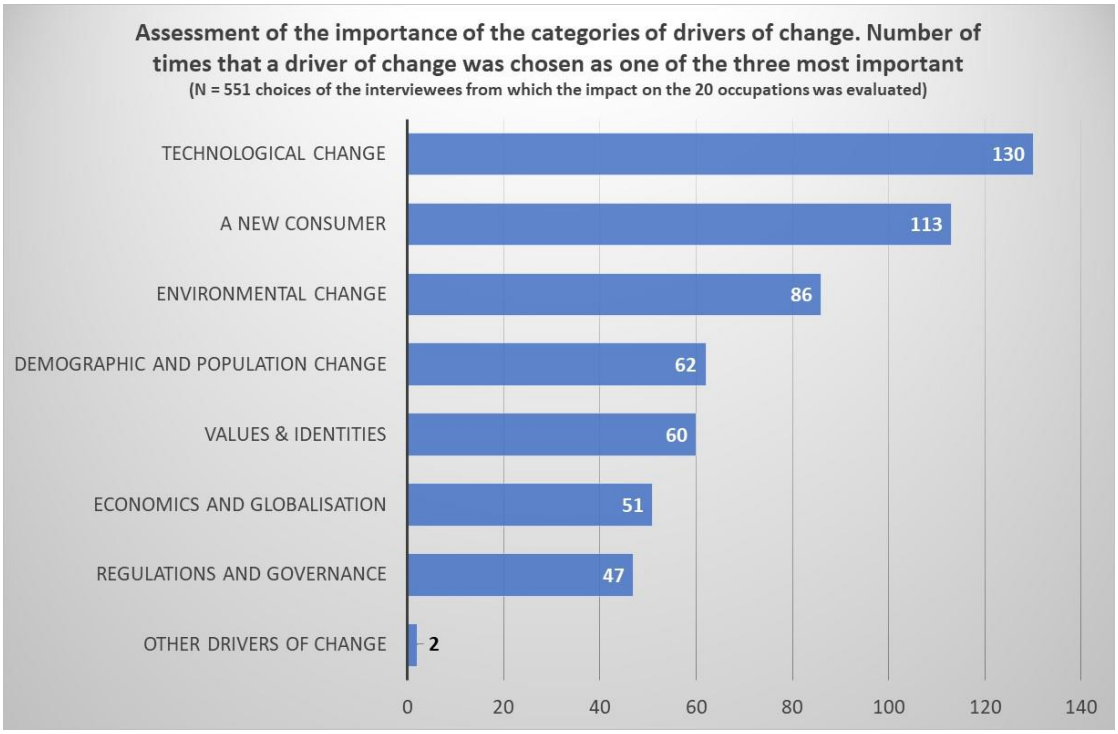
As far as company size is concerned, we obviously respect the European definitions.
As far as countries are concerned, these are limited to the partner countries of the consortium and this may allow to recognize country-specific accents.
It is clear that these parameters can be regarded as a hypothesis-building statistic only.

Note that the analyzes per country was only made if at least 20 companies (some 10% of the research group) designated the occupation in question as one of the top 3 most important changing occupations.

Drivers of change

After discussing and evaluating a series of drivers of change, the respondents were asked to link the top 3 most important drivers of change to the occupations. In other words: which drivers of change are at the basis of the changes in the occupations. The analysis was made on the basis of 8 categories of drivers of change. The number of times a category was associated with the occupation is displayed. The diagram shows how likely it is that an important and as such selected driver of change is linked to changes in the profession of the occupation. These connections are a special input for the development of the learning contents that are on the program during the next phases of the project. The diagram should be interpreted in the light of the importance of the various drivers of change. Not all drivers were found to be equally important. However, globally less important drivers can also have a significant impact on specific occupations.



In general, the more important the driver of change, the more relevant are high scores for the impact on the various occupations. In this same logic, low impact scores for less important drivers tend to be meaningless.

Nature of changes

During the interview we try to assess the importance of skills in the changing occupation. We clarified that in the next steps of the project, we will focus on changing knowledges, skills, competencies. …

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From a strategic point of view, wich is essential within the Blueprint project, we will also take other challenges into account, such as the weak interest in jobs, changing working conditions, stringent market conditions, wage expectations, workability issues, mobility problems, etc. The respondents gave us an indication of the importance of these other factors, next to skills in the narrow sense.

Skills expectations

The interview was extensive and the questions related to various aspects of the companies operations and challenges. In this context and in the context of a personal interview, it was difficult to make profound skills analyses, especially because not all respondents are familiar with the skills jargon. That is why we limited the analysis of expectations from skills to an open question. The spontaneous answers give us an indication of the weights of the different skill categories that we will take into account in the next phases of the project. We invited the respondents to specify skills, indicating that the field of skills is very broad. We asked to tell what the respondent expects from future professionals in the occupation, and that they expect to be new or stronger than today. We asked the respondents to list qualities that spontaneously occur to them. The answers are listed literally

Skills mismatch solution strategy

From the strategic approach of the project, this is perhaps the most important question. We charted the way employers think to deal with skills shortages. Where are they looking for solutions? How will they tackle the future needs? Recruit additional workers; introduce job rotations (present workers getting trained to do the job); provide extra training to dedicated workers, reorganise production process, …

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Occupation: Fashion designer

Fashion Designer - Definition

(1) Fashion designer	ESCO – Fashion Designer
See ESCO	Fashion designers work on designs for the haute couture and/or ready-to-wear, high street fashion markets, and more generally on items of clothing and fashion ranges. Fashion designers can operate in a specialised area, such as sportswear, childrens wear, footwear or accessories.

Fashion Designer - Representation

	Numbers	Percentages of total research group
Number of companies employing fashion designers	75	33%
Number of dedicated fashion designers	265	0,5%

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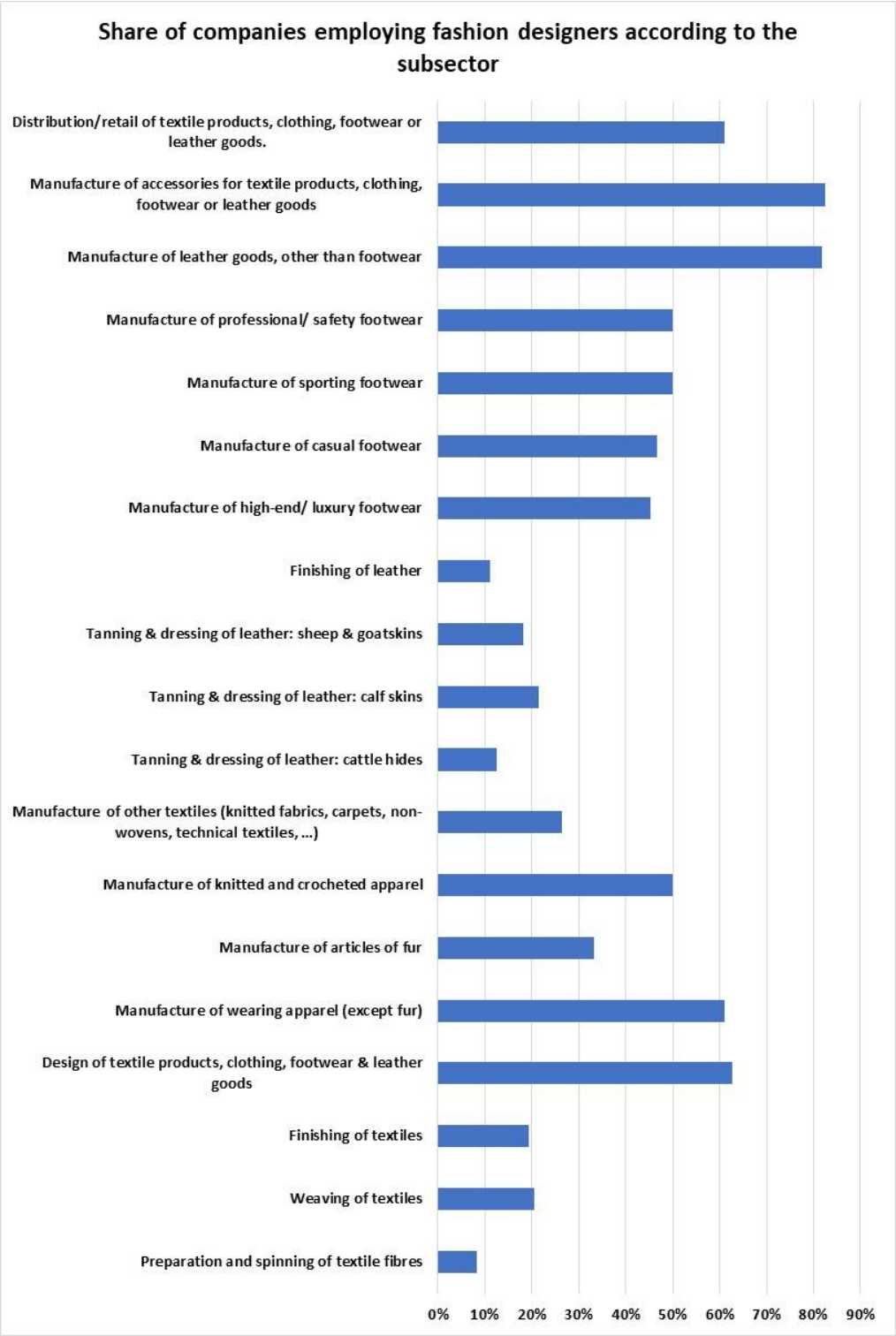

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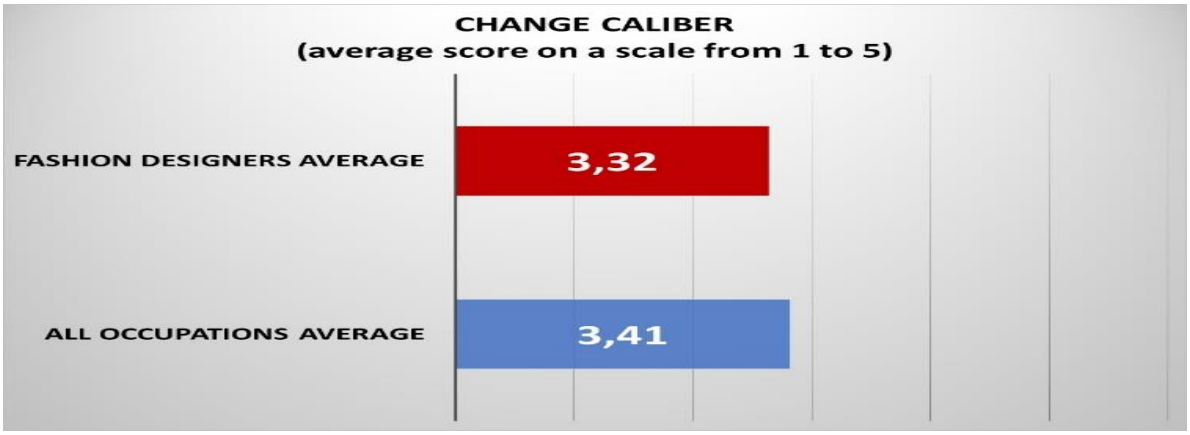
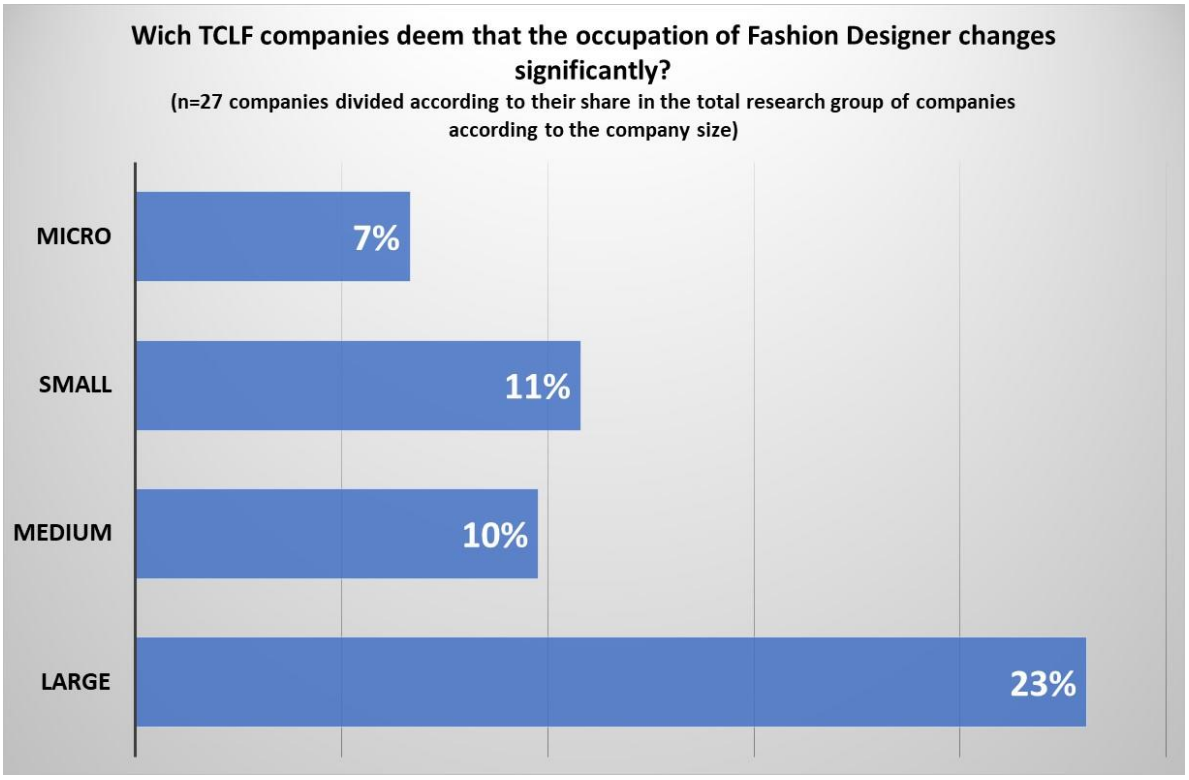
Fashion Designer - Change caliber





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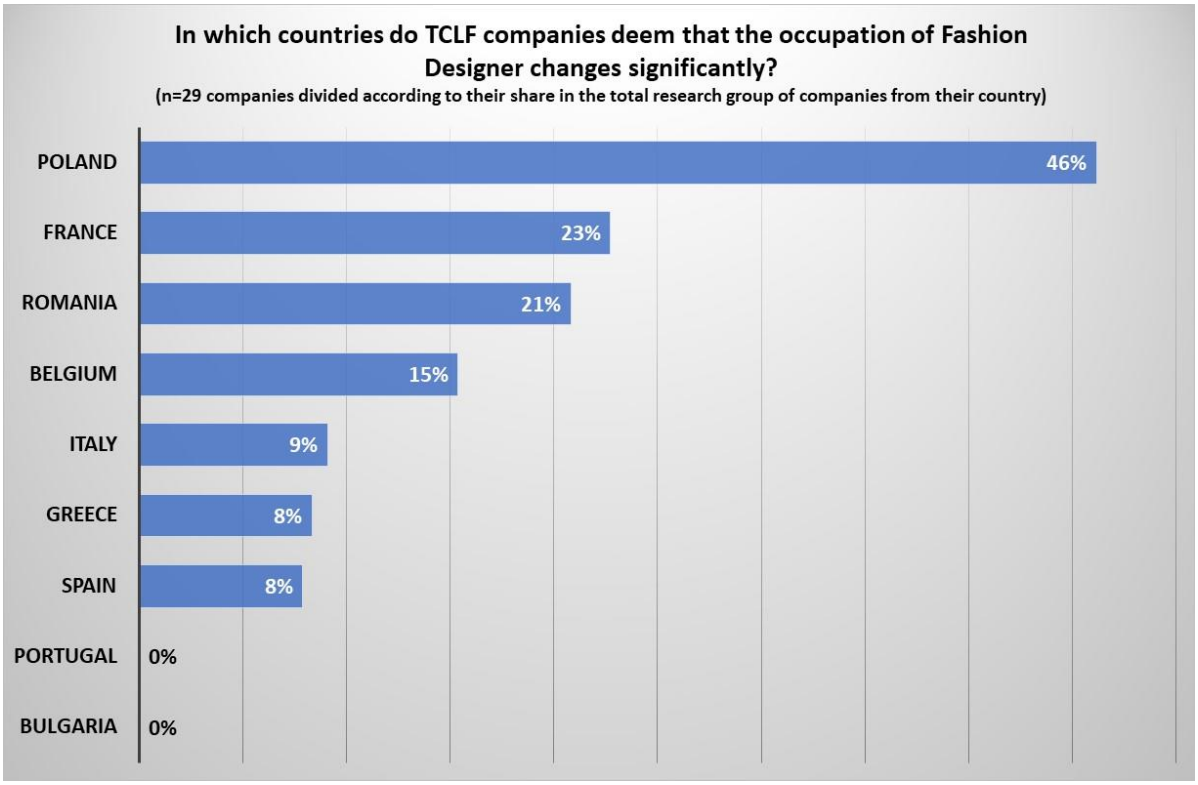
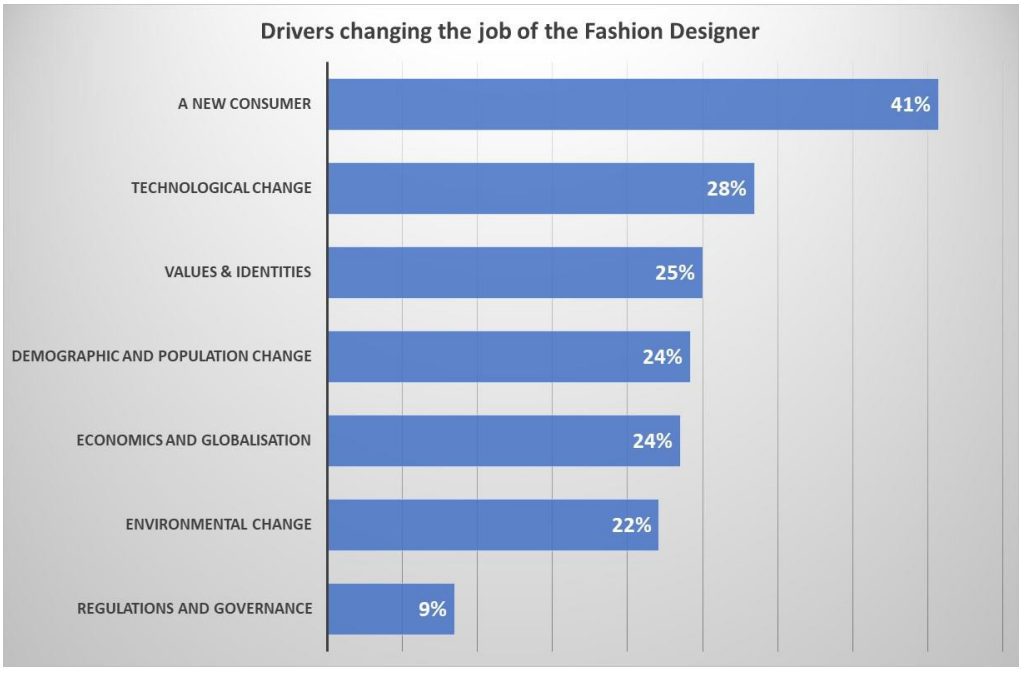


Fashion Designer - Drivers of change



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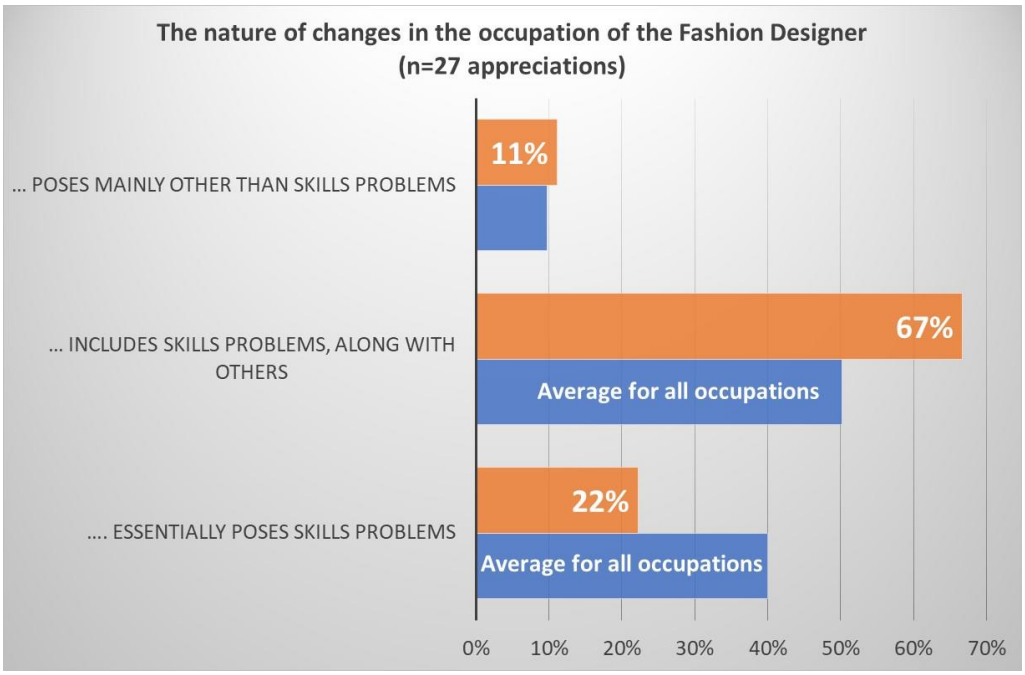
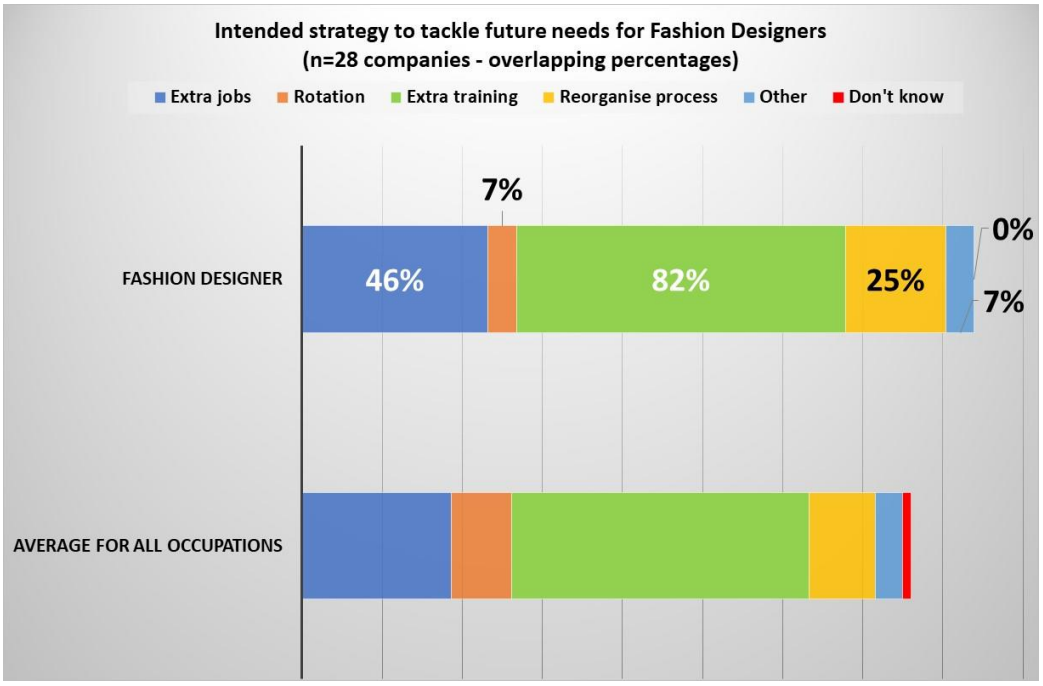
Fashion Designer - Nature of changes



Fashion Designer - Skills mismatch solution strategy



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Occupation: Textile designer

Textile designer - Definition

Textile designer	not in ESCO
The textiles designer creates and develops textile products and collections for the weaving and knitwear industry, aimed at clothing and / or home textiles and decoration, taking into account trends in fashion, market and productive / commercial viability, …	

Textile designer - Representation

	Numbers	Percentages of total research group
Number of companies employing Textile designers	56	25%
Number of dedicated Textile designers	221	0,5%

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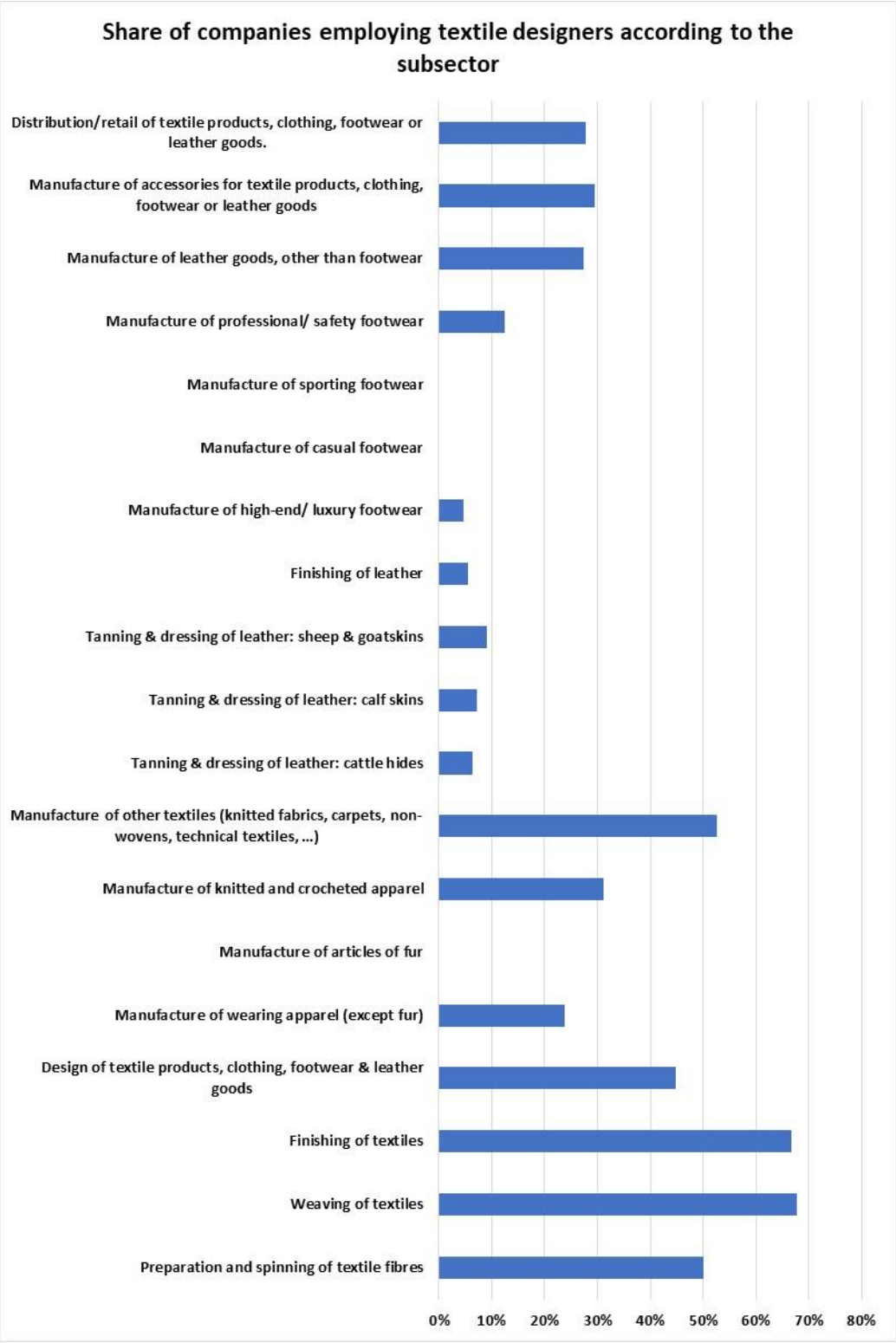

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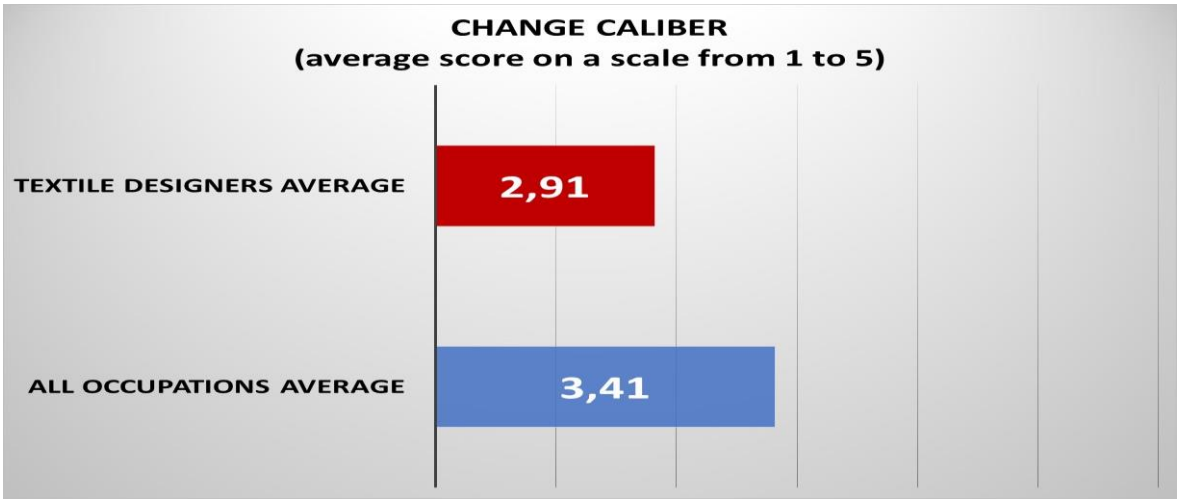
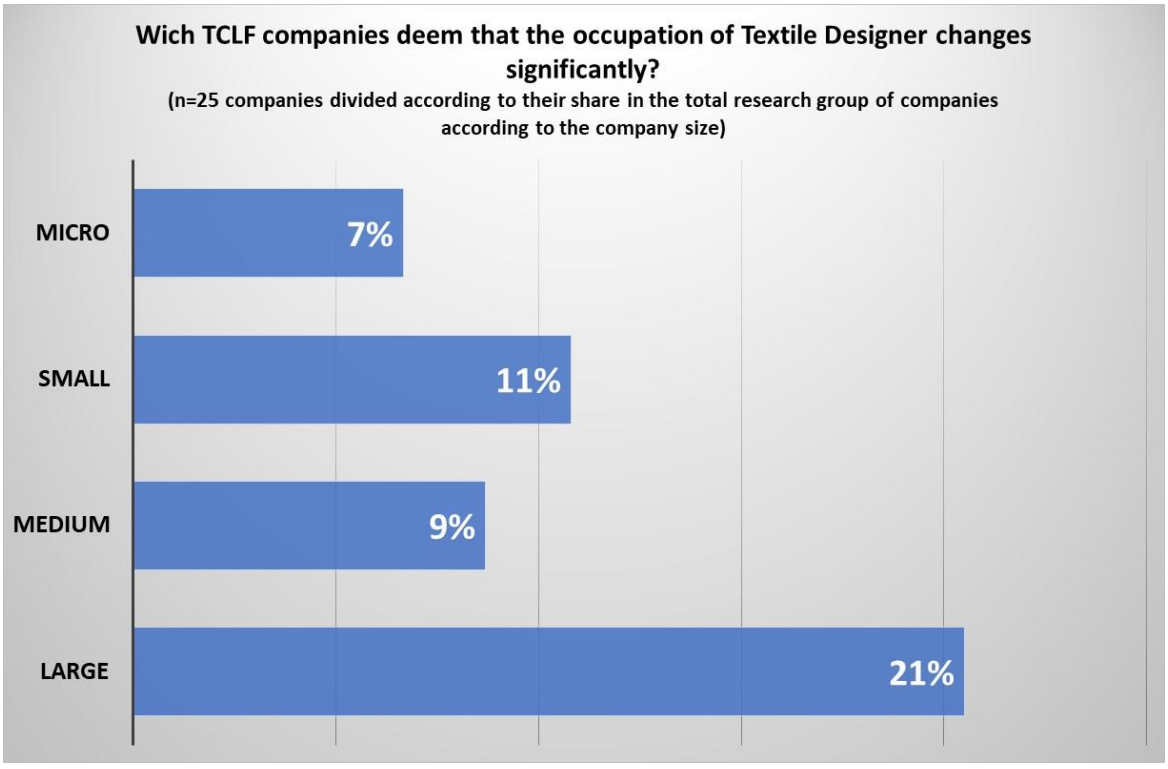
Textile designer - Change caliber





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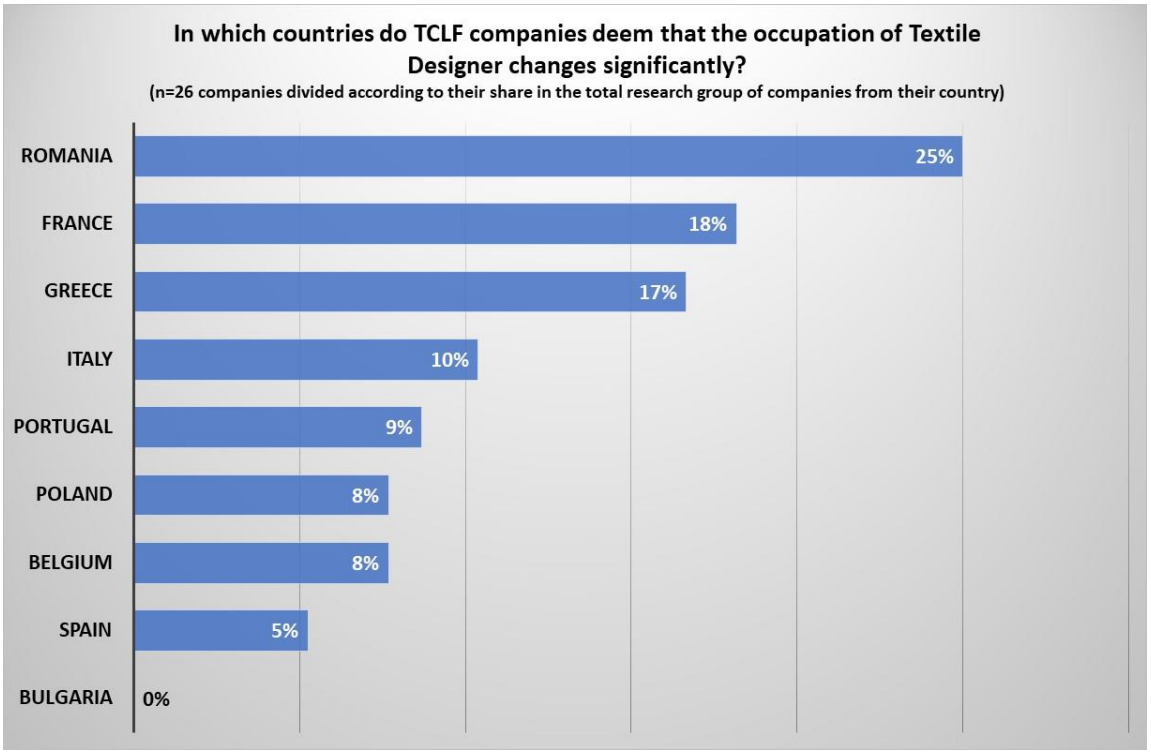
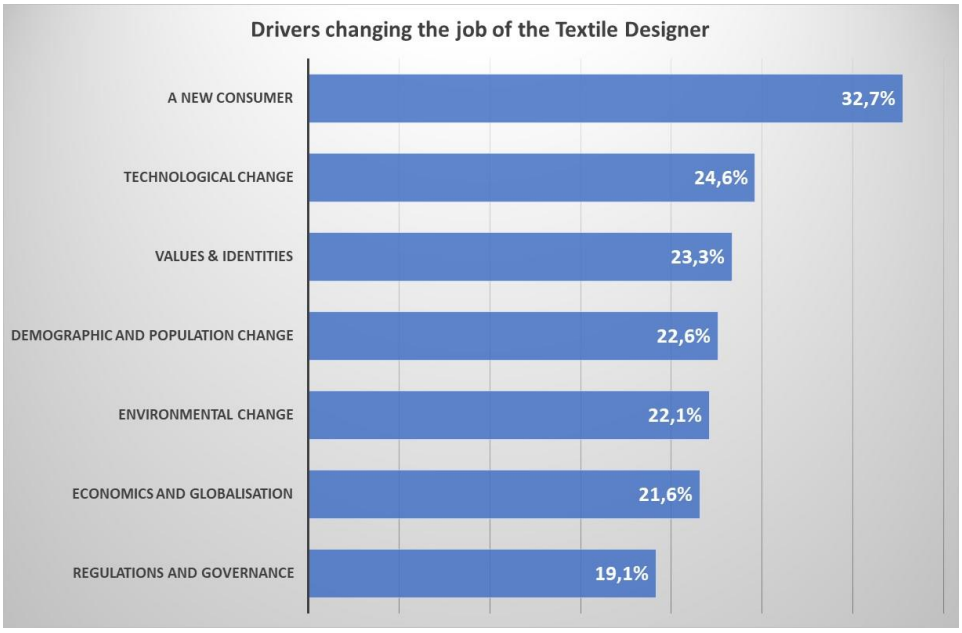


Textile designer - Drivers of change



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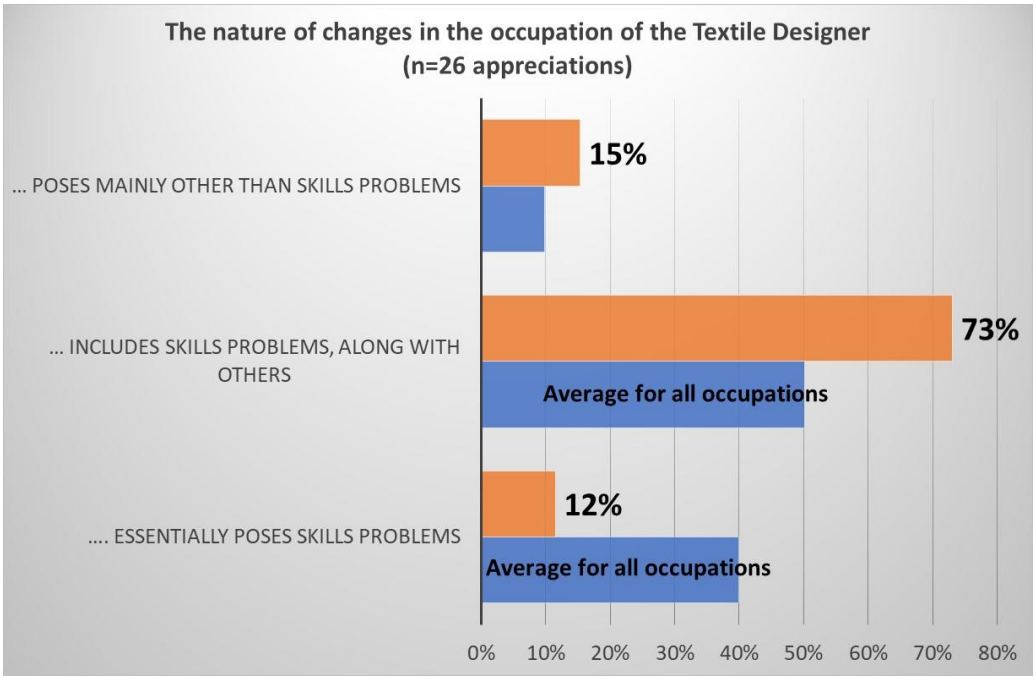
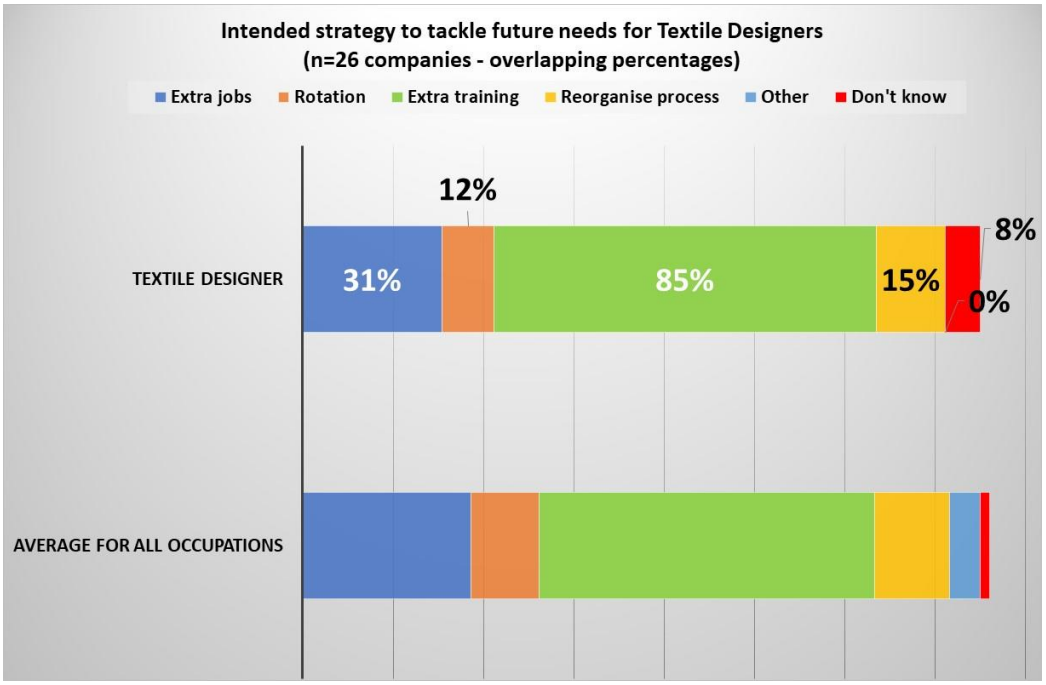
Textile designer - Nature of changes



Textile designer - Skills mismatch solution strategy



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Occupation: Product & market trend analyst

Product & market trend analyst – Definition

Product & market trend analyst	ESCO - Marketing manager ESCO - Product manager
The job of a **market analyst** is to study information to help your company to make informed decisions about their market. This could range from what markets to launch a product in, to the price you might charge for something. **Trend analysts** need to be highly numerical and able to make sense of large sets of numbers. Statistical skills are useful – maths and analytics qualifications are also key. To analyse text, it's about digesting large quantities of information to understand what's relevant and what's not. For both the trend analyst will present his/her opinion, based on the analysis, in written reports and presentations. Attention to detail and the ability to interpret and communicate information effectively is key for this aspect of the role. A position within the product marketing department, the **product trend manager** is responsible for conducting product, competition, market trend and consumer panel data analyses, among others, providing support to the sales/export dpt., production and process dpt., the e-commerce/social media dpt. or function for the creation and structuring of the collection, ensuring that the range meets the demands of the market. The ICT integration is a prominent element of this function that plays a central role in the success of a company.	**Marketing managers** carry out the implementation of efforts related to the marketing operations in a company. They develop marketing strategies and plans by detailing cost and resources needed. They analyse the profitability of these plans, develop pricing strategies, and strive to raise awareness on products and companies among targeted customers. **Product development managers** are responsible for managing the lifecycle of a product. They research and develop new products in addition to managing existing ones through market research and strategic planning. Product managers perform marketing and planning activities to increase profits.

Product & market trend analyst - Representation

	Numbers	Percentages of total research group
Number of companies employing Product & market trend analysts	84	37%
Number of dedicated Product & market trend analysts	181	0,4%

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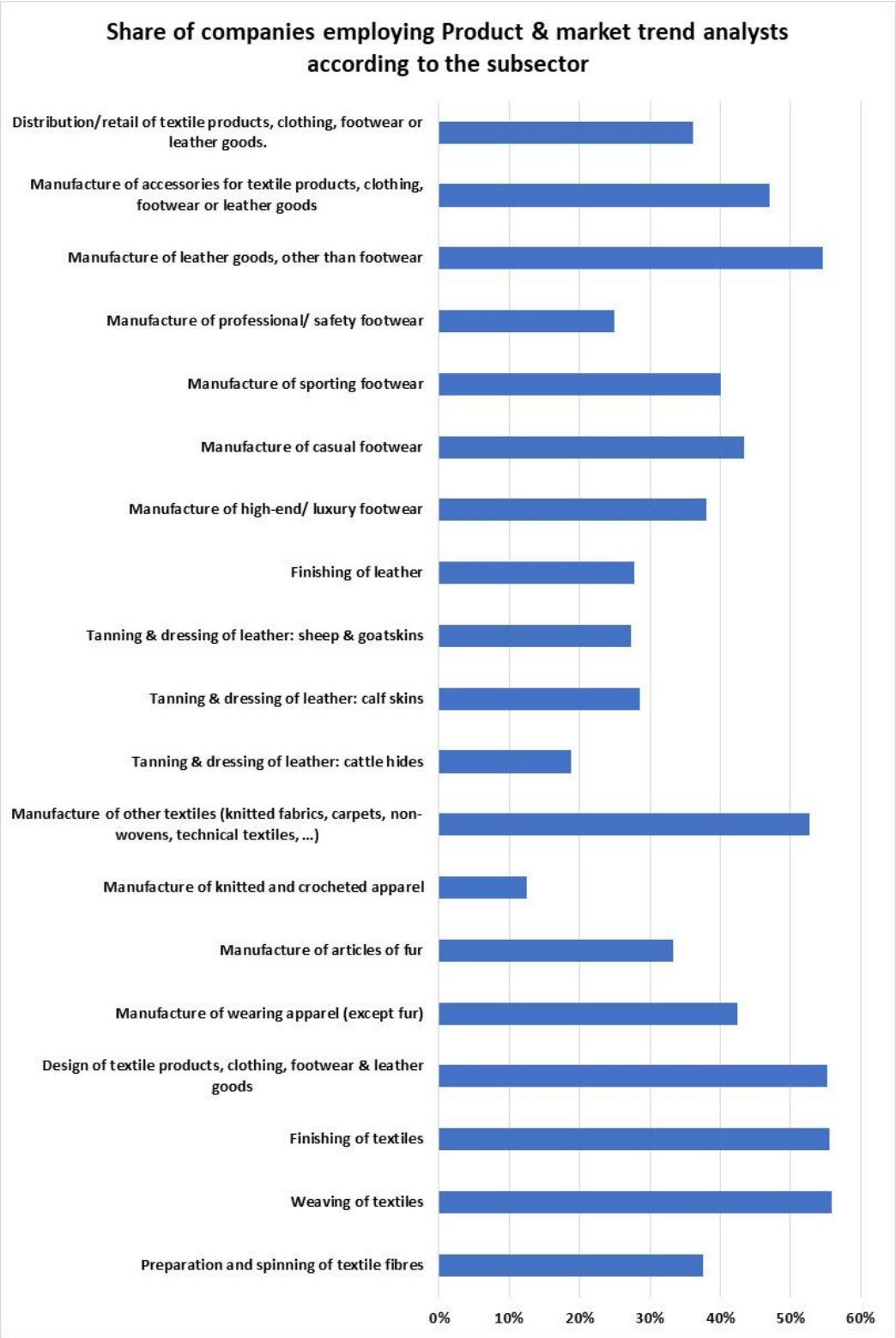

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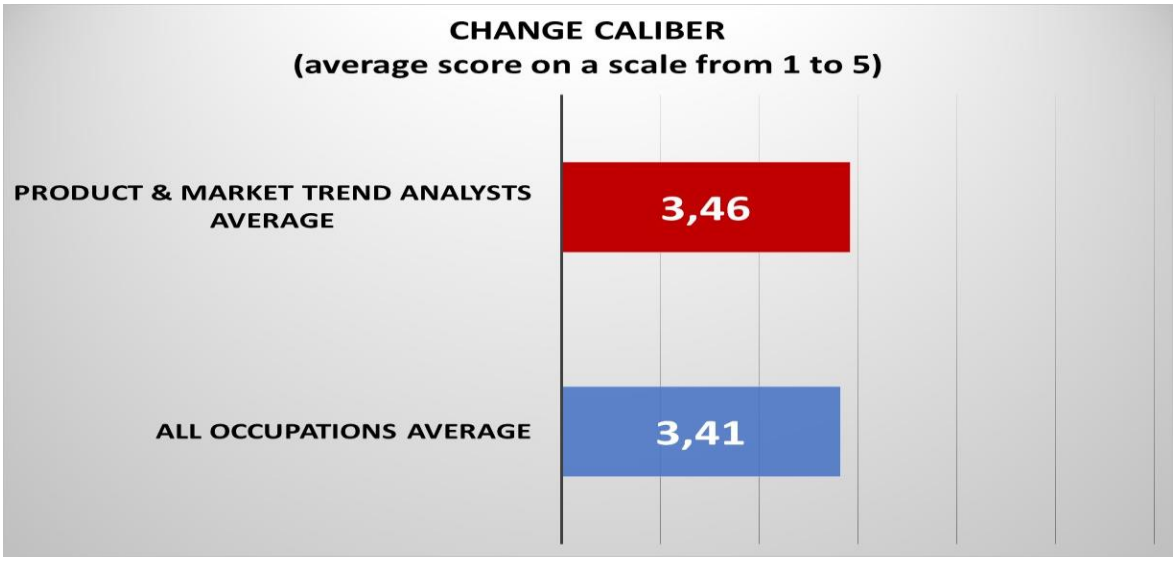
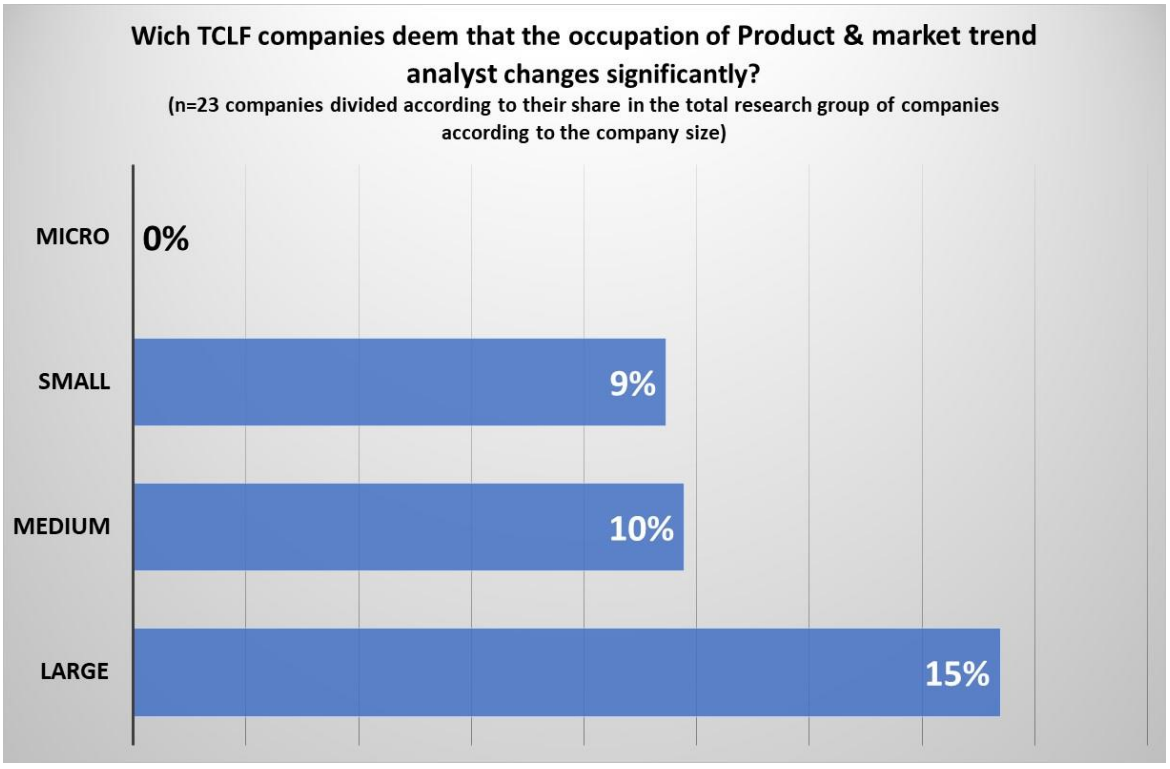
Product & market trend analyst - Change caliber





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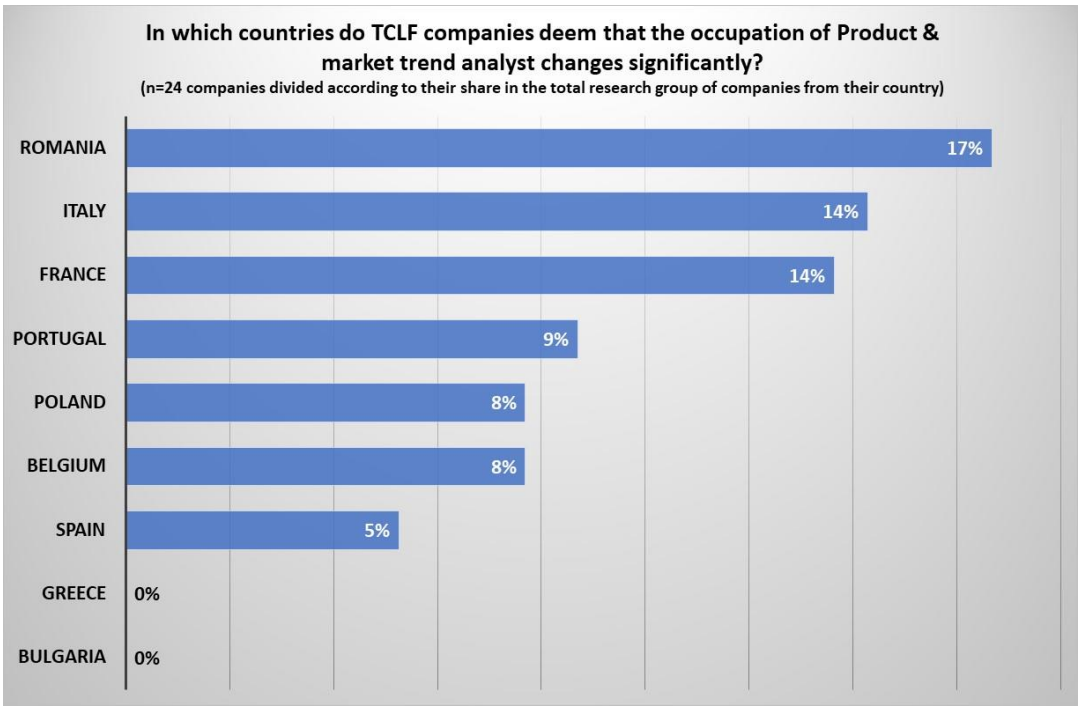
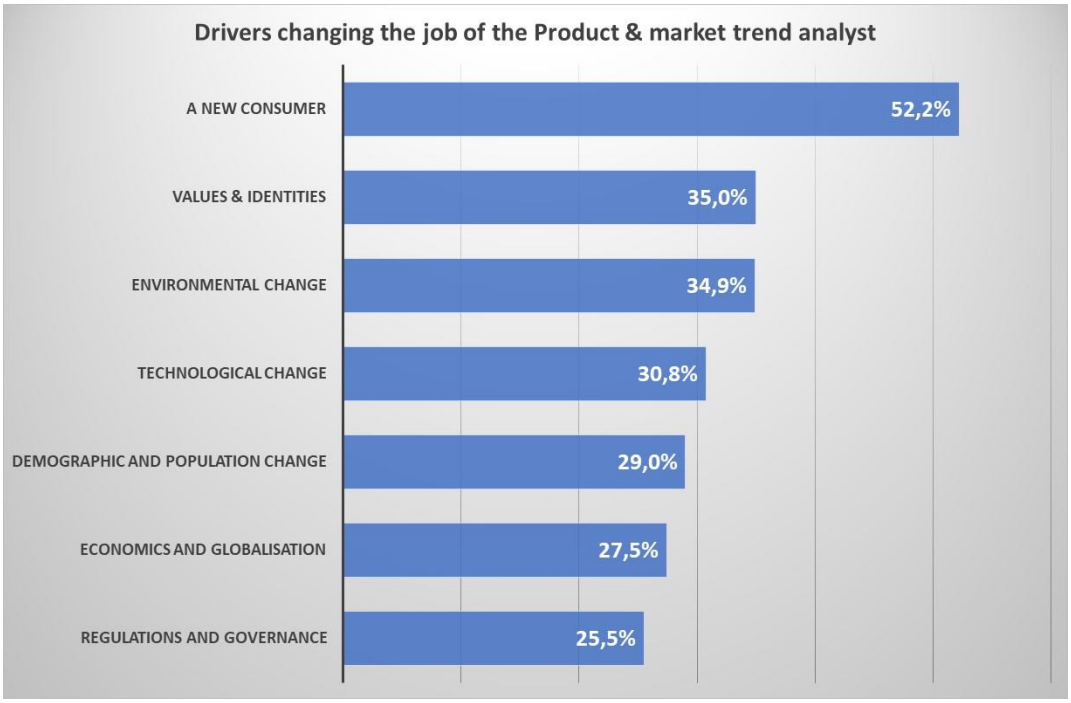


Product & market trend analyst - Drivers of change



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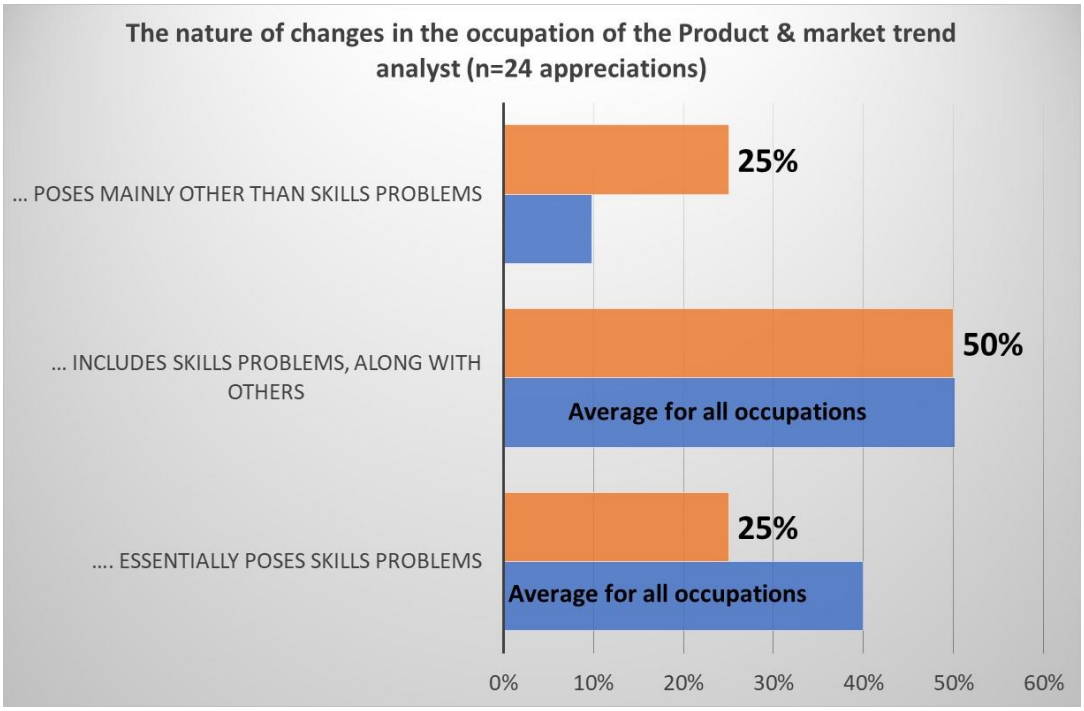
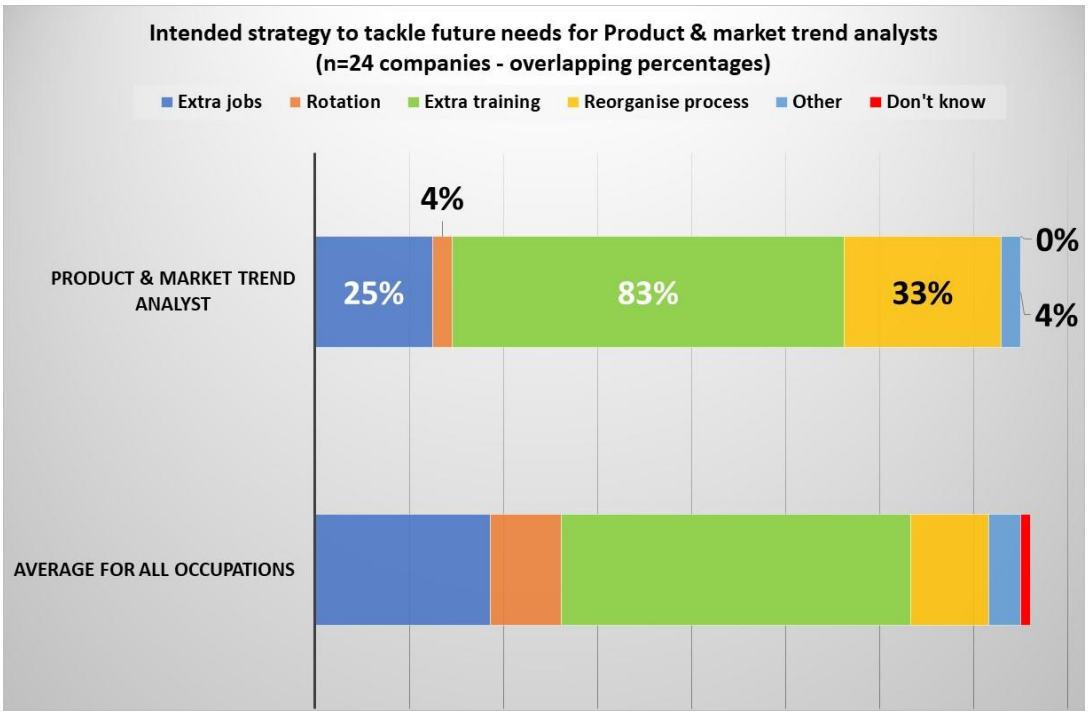
Product & market trend analyst - Nature of changes



Product & market trend analyst - Skills mismatch solution strategy



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Occupation: 3D CAD designer & pattern maker

3D CAD designer & pattern maker – Definition

3D CAD designer & pattern maker	ESCO 3D animator ESCO footwear CAD patternmaker
See ESCO	3D animators are in charge of animating 3D models of objects, virtual environments, layouts, characters and 3D virtual animated agents. Footwear CAD patternmakers design, adjust and modify patterns for all kinds of footwear using CAD systems. They check laying variants using nesting modules of the CAD system and material consumption. Once the sample model has been approved for production, these professionals make series of patterns (grading) to produce a range of the same footwear model in different sizes.

3D CAD designer & pattern maker - Representation

	Numbers	Percentages of total research group
Number of companies employing 3D CAD designer & pattern makers	84	37%
Number of dedicated 3D CAD designer & pattern makers	254	0,5%

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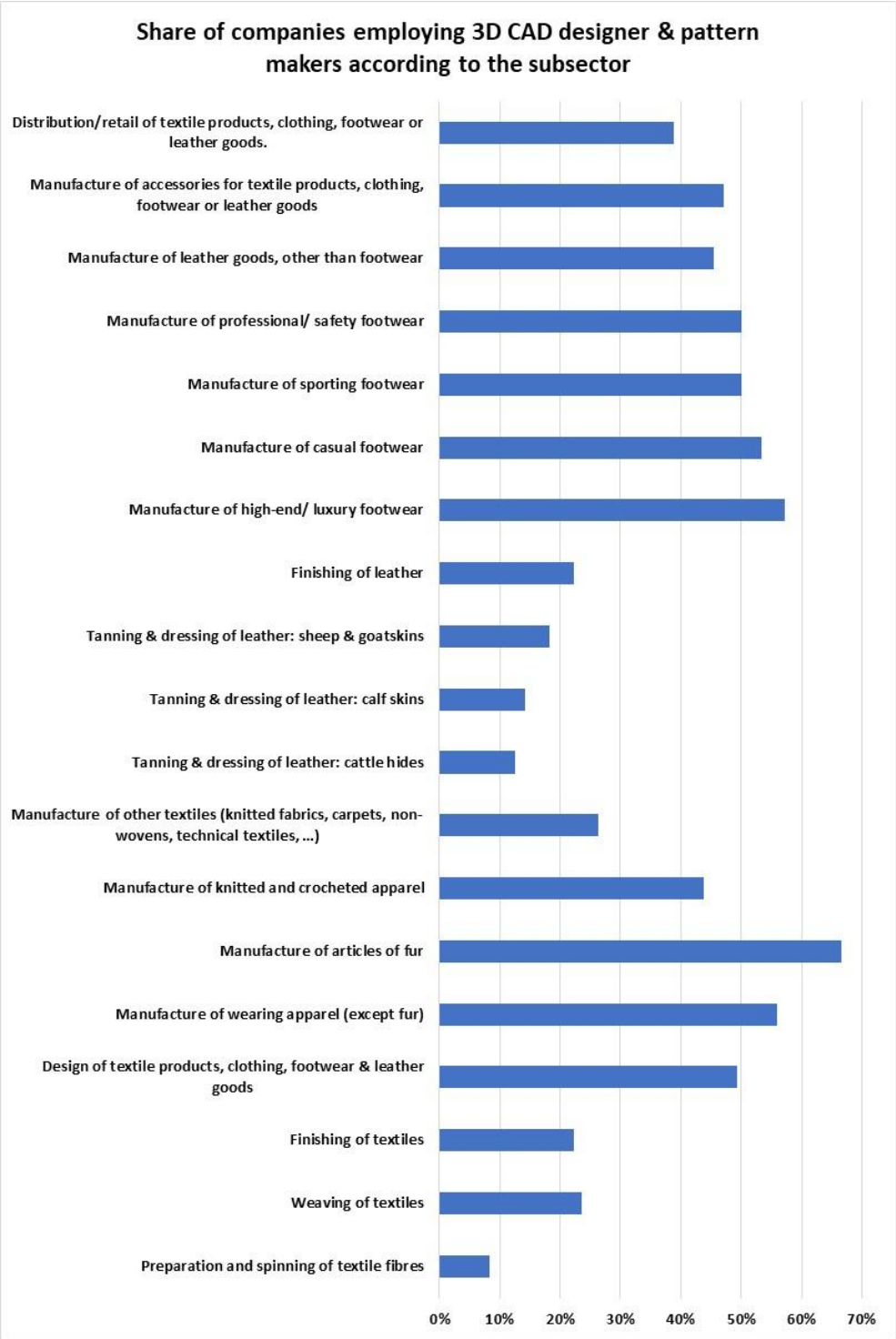

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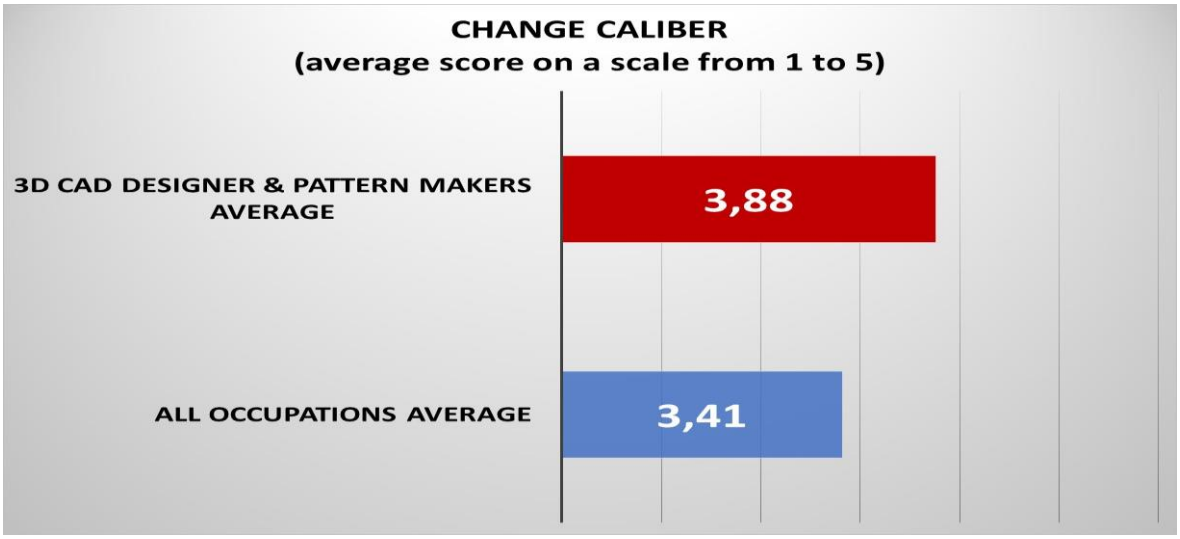
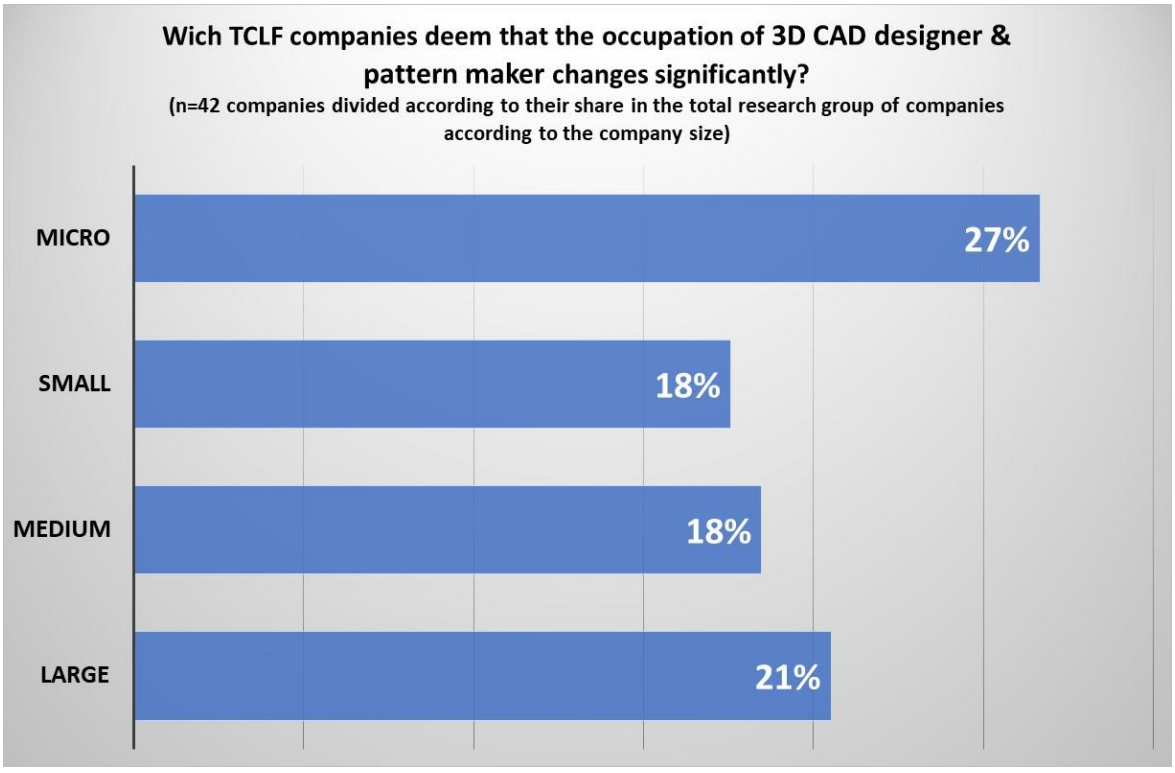
3D CAD designer & pattern maker - Change caliber





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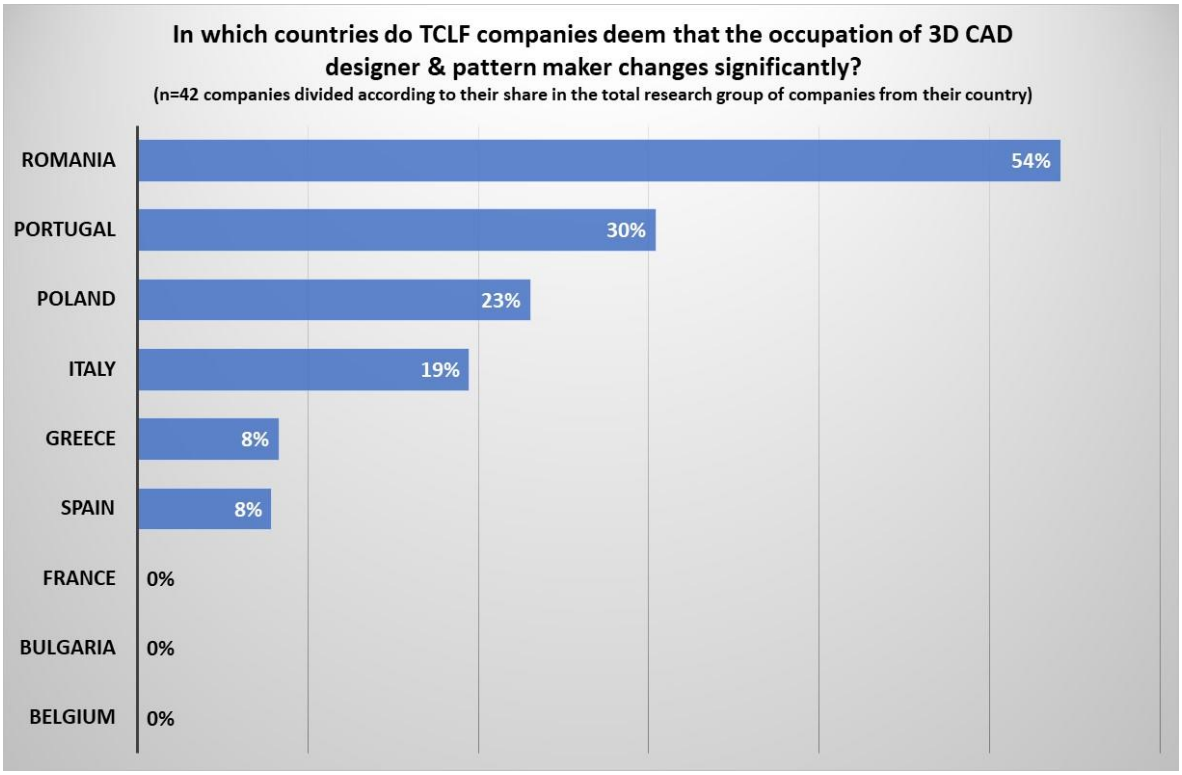
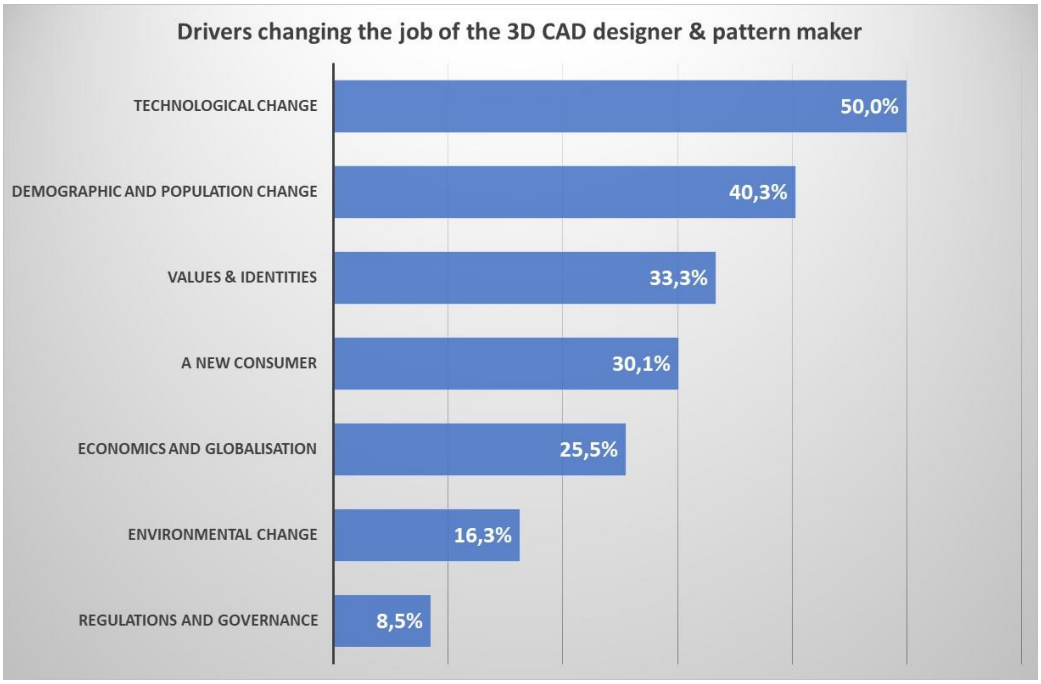


3D CAD designer & pattern maker - Drivers of change



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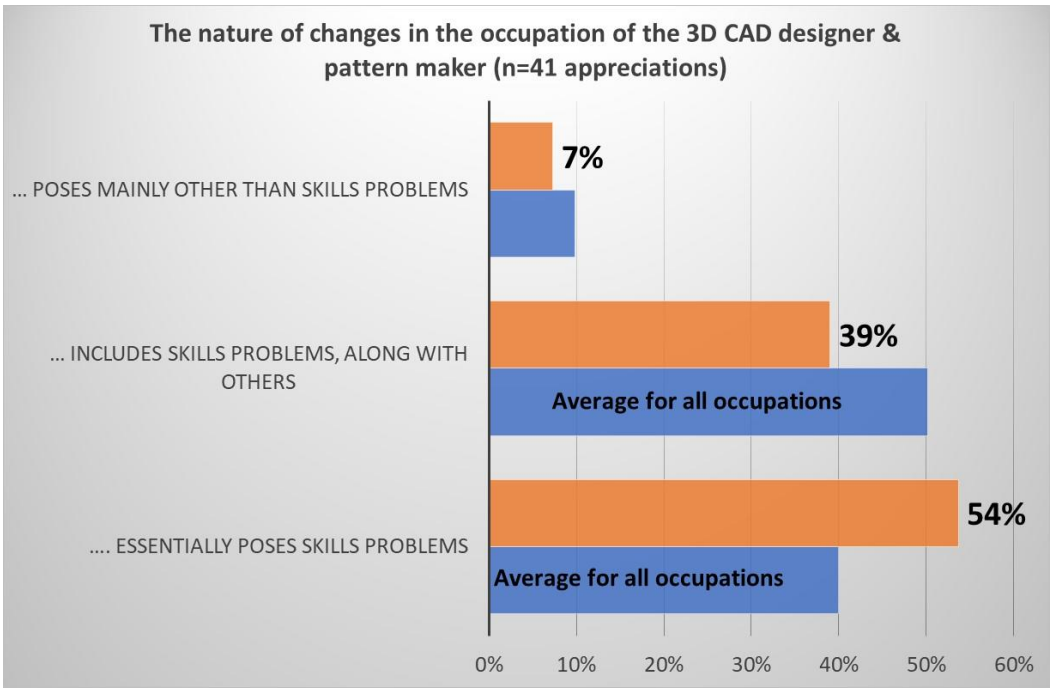
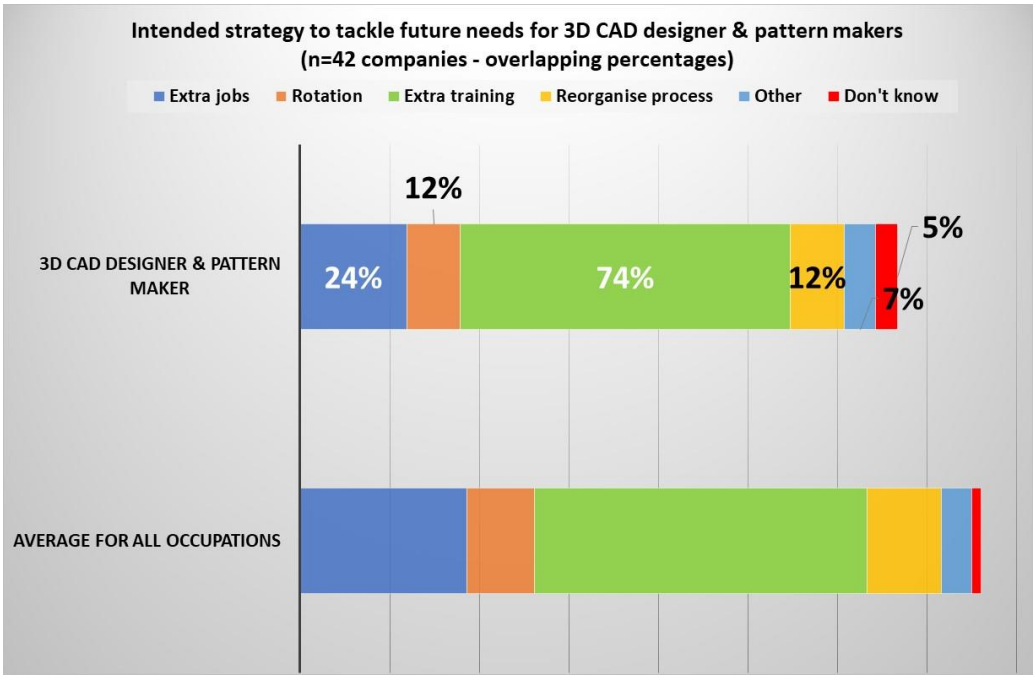
3D CAD designer & pattern maker - Nature of changes



3D CAD designer & pattern maker - Skills mismatch solution strategy



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Occupation: Laboratory technician for R&D

Laboratory technician for R&D – Definition

Laboratory technician for R&D	ESCO – Leather laboratory technician
This professional executes research projects in relation to new materials, new textiles, clothing, leather and footwear applications, and the developing of new technologies for internal company use or for client companies who so request.	Leather laboratory technicians perform and report chemical analyses and physical tests of leather. They also perform and report chemical analyses of auxiliaries, environmental emissions and discharges. They ensure that the tests are carried out according to appropriate national, international or customer standards.

Laboratory technician for R&D - Representation

	Numbers	Percentages of total research group
Number of companies employing Laboratory technician for R&Ds	76	34%
Number of dedicated Laboratory technician for R&Ds	209	0,4%

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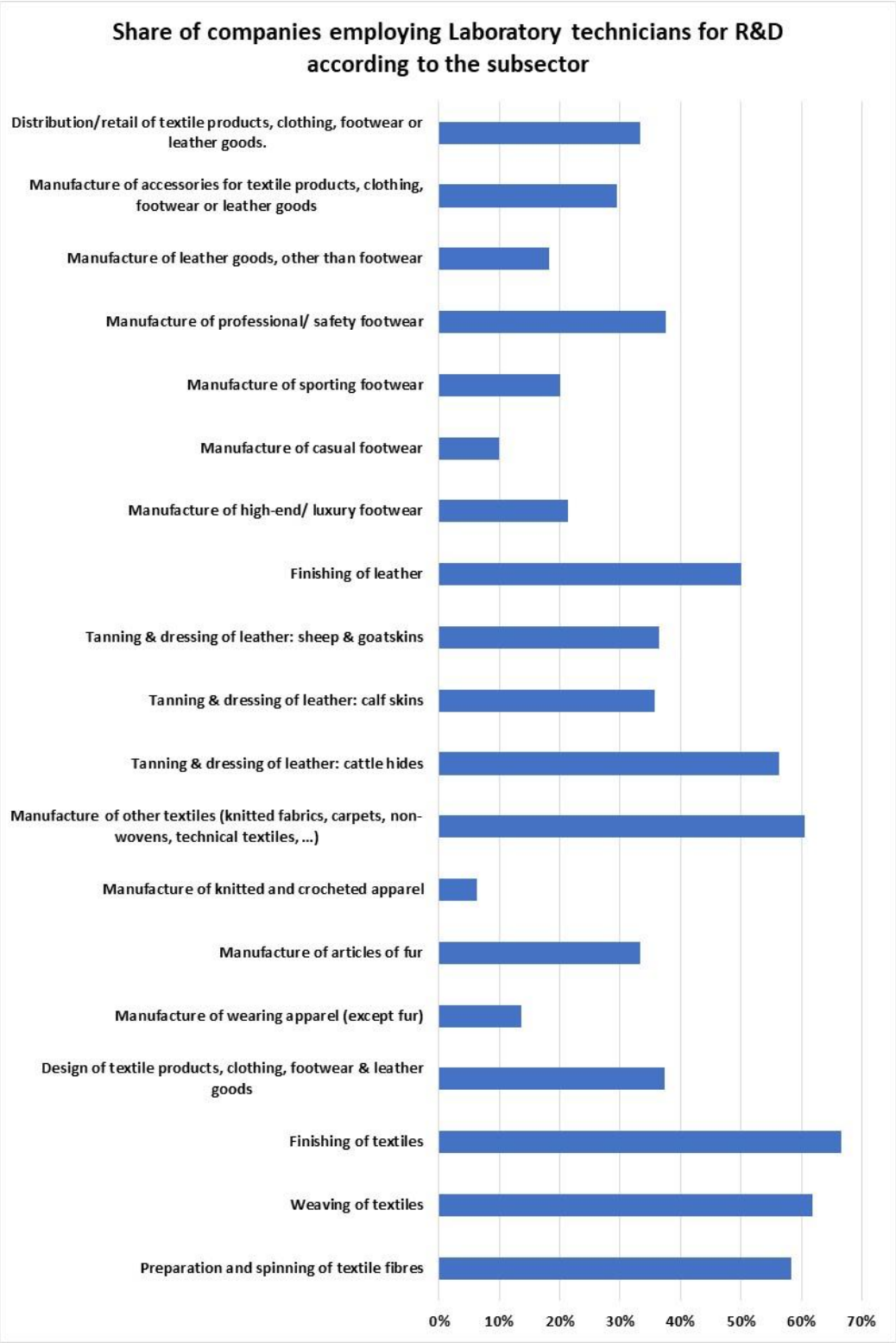

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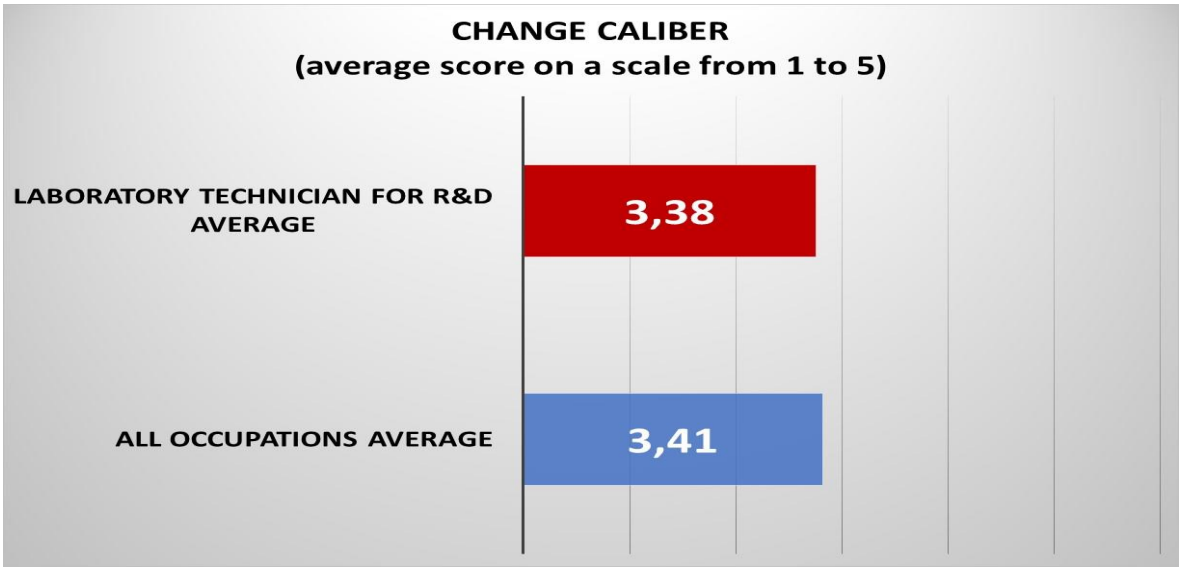
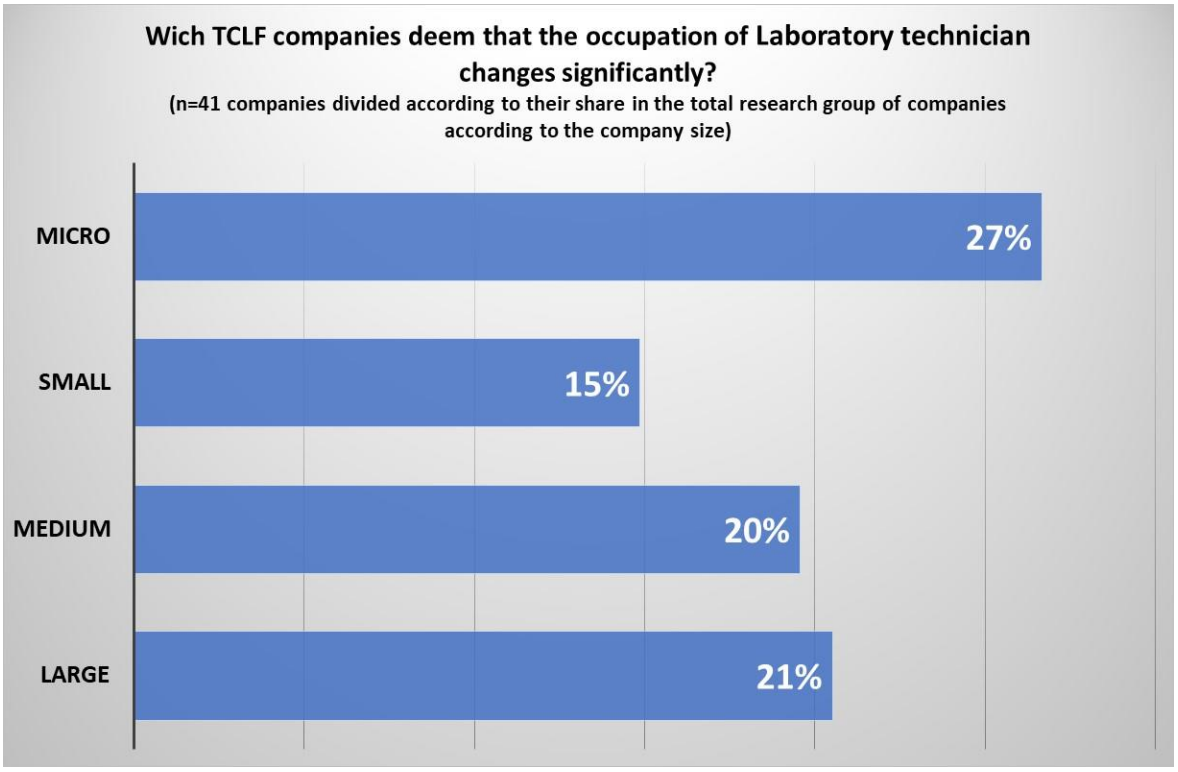
Laboratory technician for R&D - Change caliber





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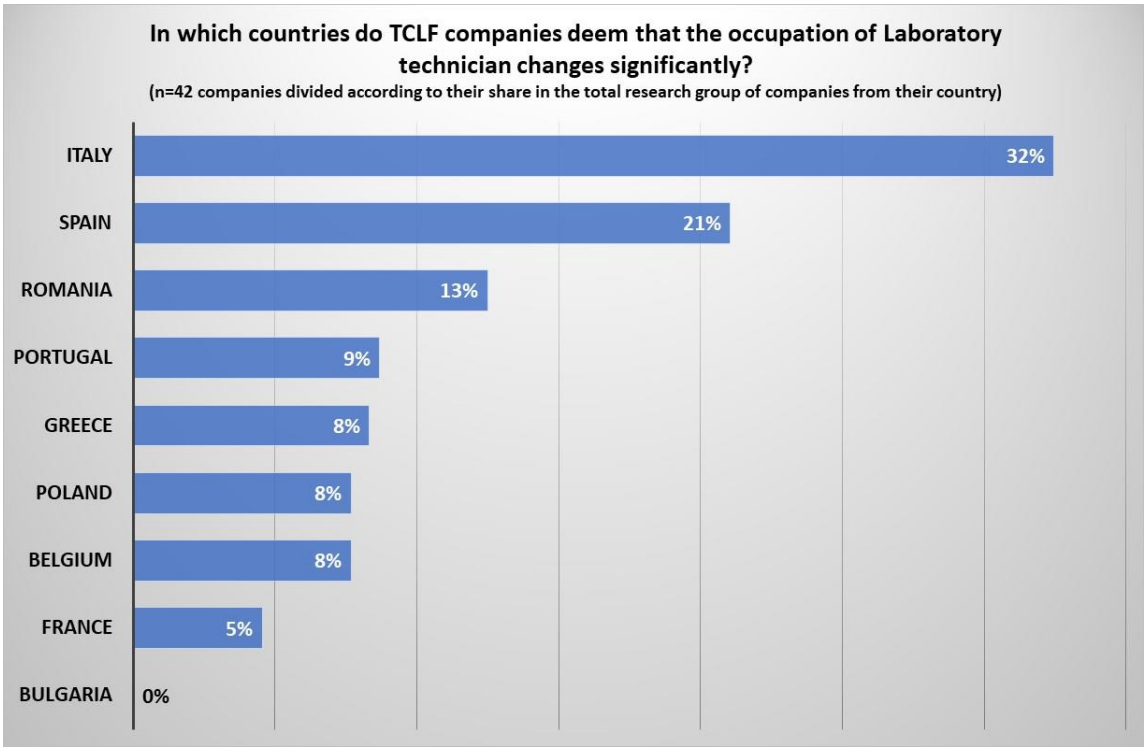
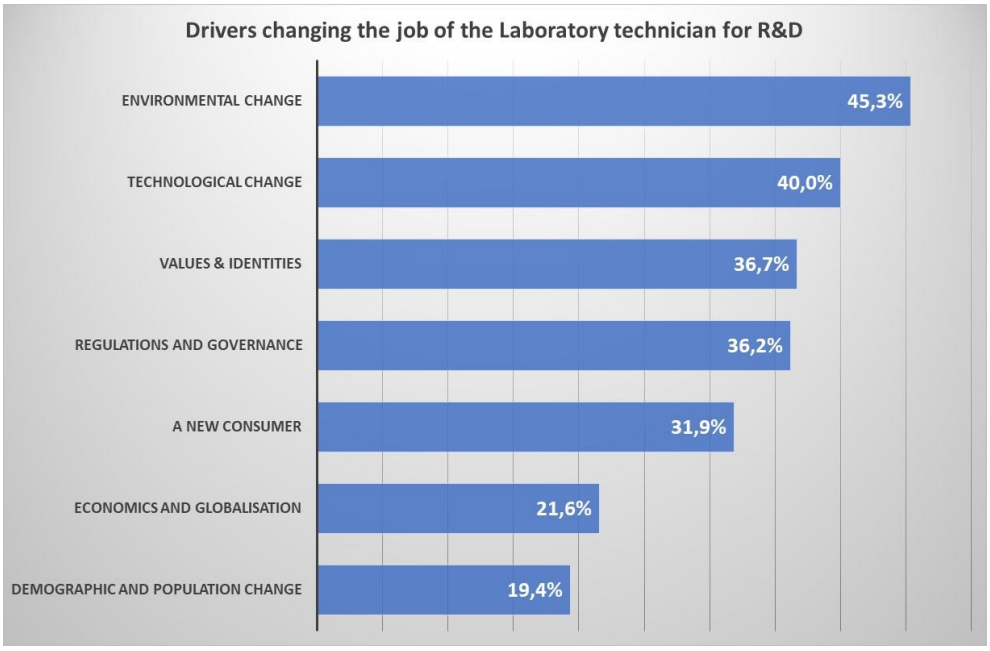


Laboratory technician for R&D - Drivers of change



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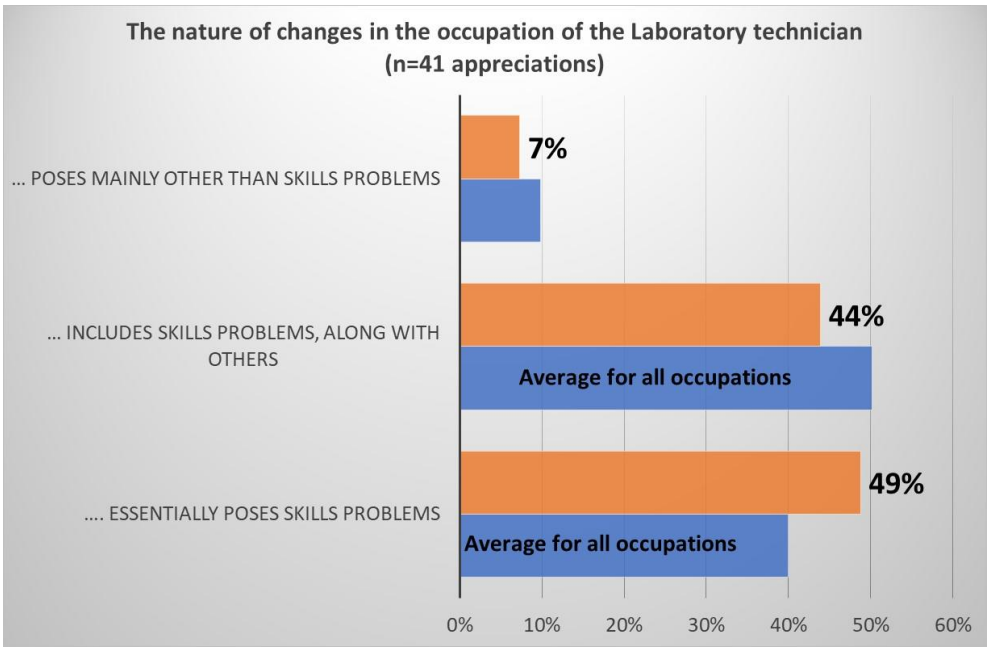
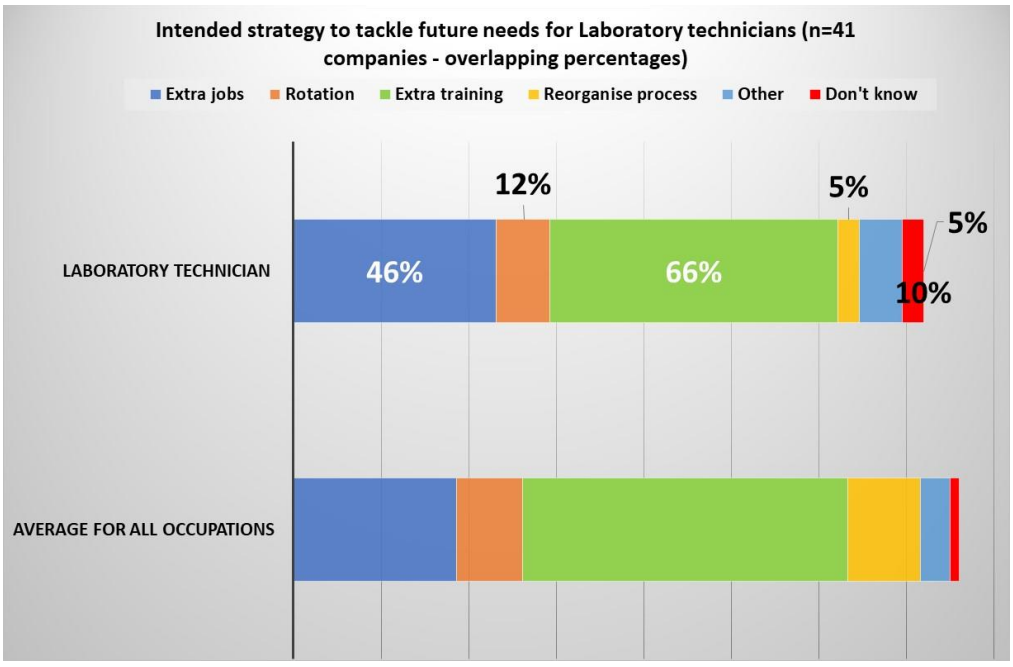
Laboratory technician for R&D - Nature of changes



Laboratory technician for R&D - Skills mismatch solution strategy



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Occupation: Digital printing machine operator (including 3D printing)

Digital printing machine operator – Definition

Digital printing machine operator (including 3D printing)	ESCO – Digital printer
Digital printing allows the user to print direct from a computer design straight to the material. As inks, computer design technology and the capacity and the capability of machinery improve, this offers numerous possibilities for manufacturers to work with a variety of materials and applications. This in turn will require individuals with an embedded knowledge of ICT, design skills and an understanding of machinery technology to enable these changes to be made.	Digital printers work with machines that print directly to the medium, without an intervening plate. Digital printers usually use laser or inkjet technology to print individual pages without lengthy or labour intensive technical steps intervening between the finished digital product and the print.

Digital printing machine operator - Representation

	Numbers	Percentages of total research group
Number of companies employing Digital printing machine operators	20	9%
Number of dedicated Digital printing machine operators	46	0,1%

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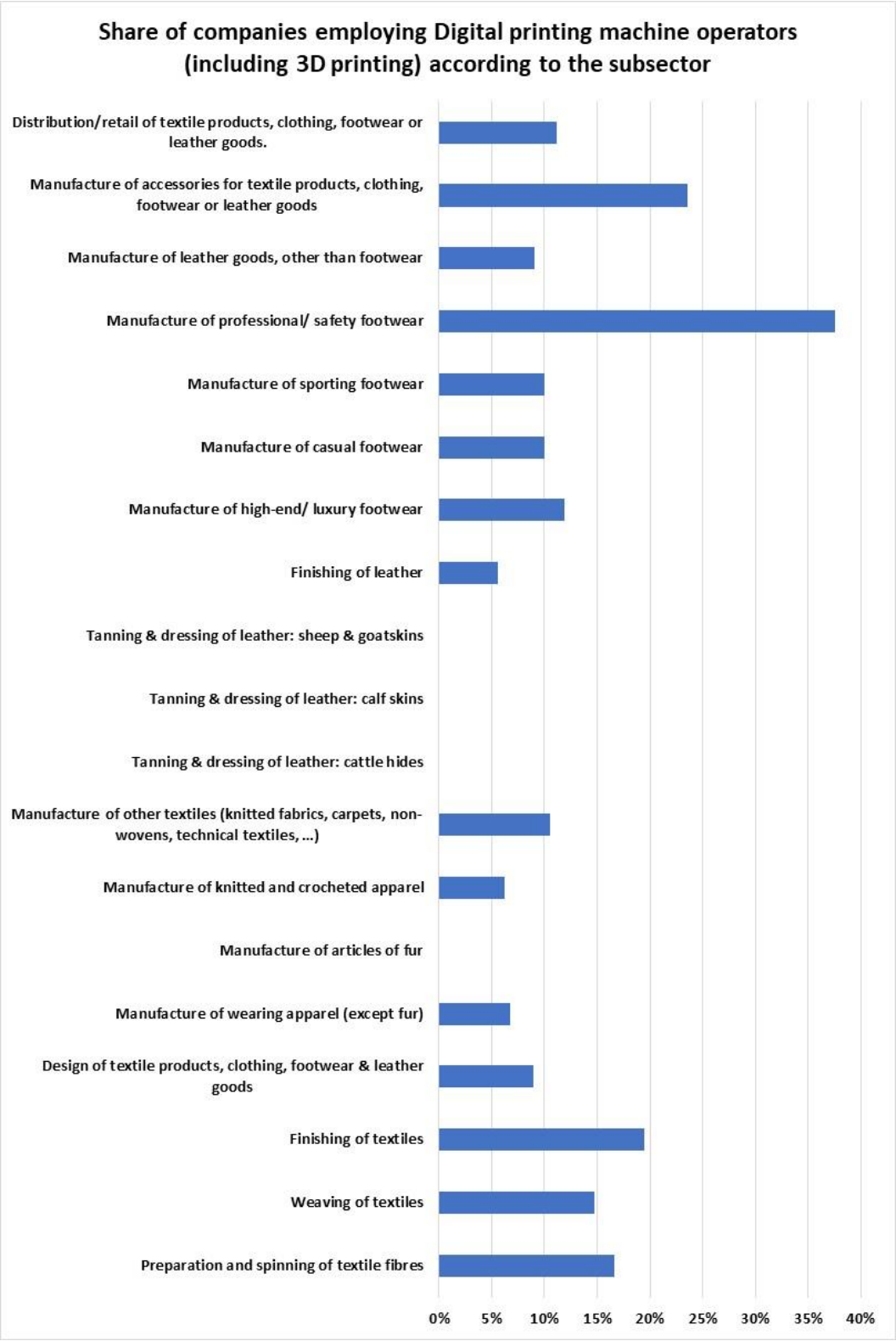

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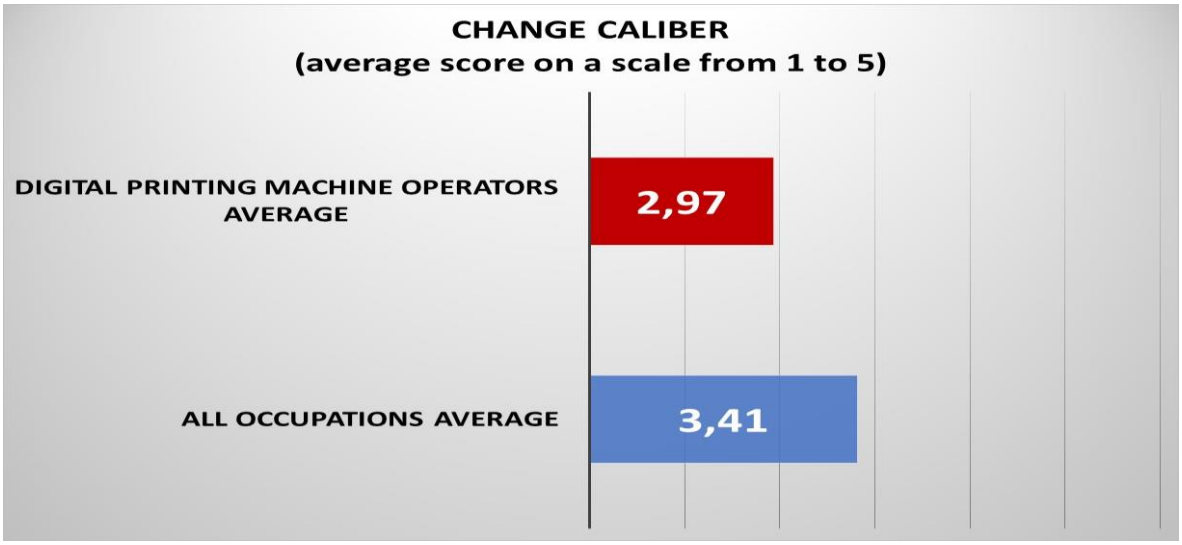
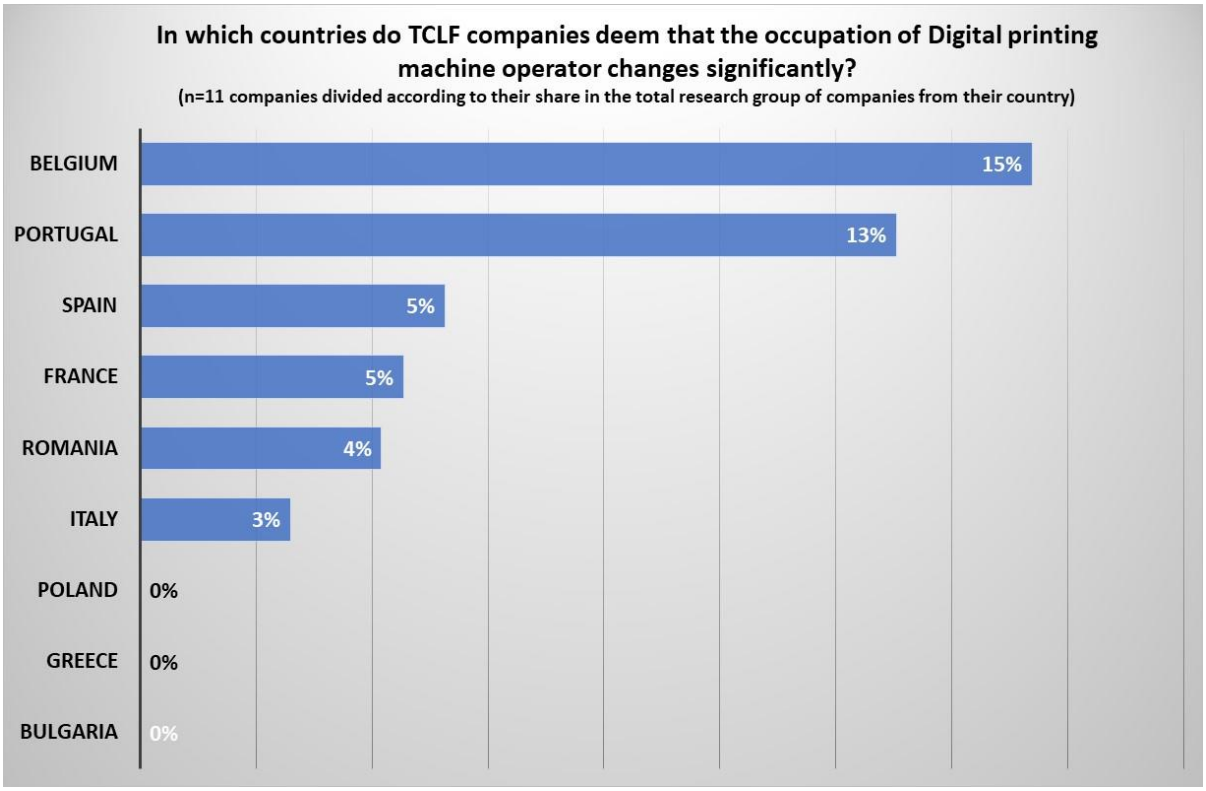
Digital printing machine operator - Change caliber





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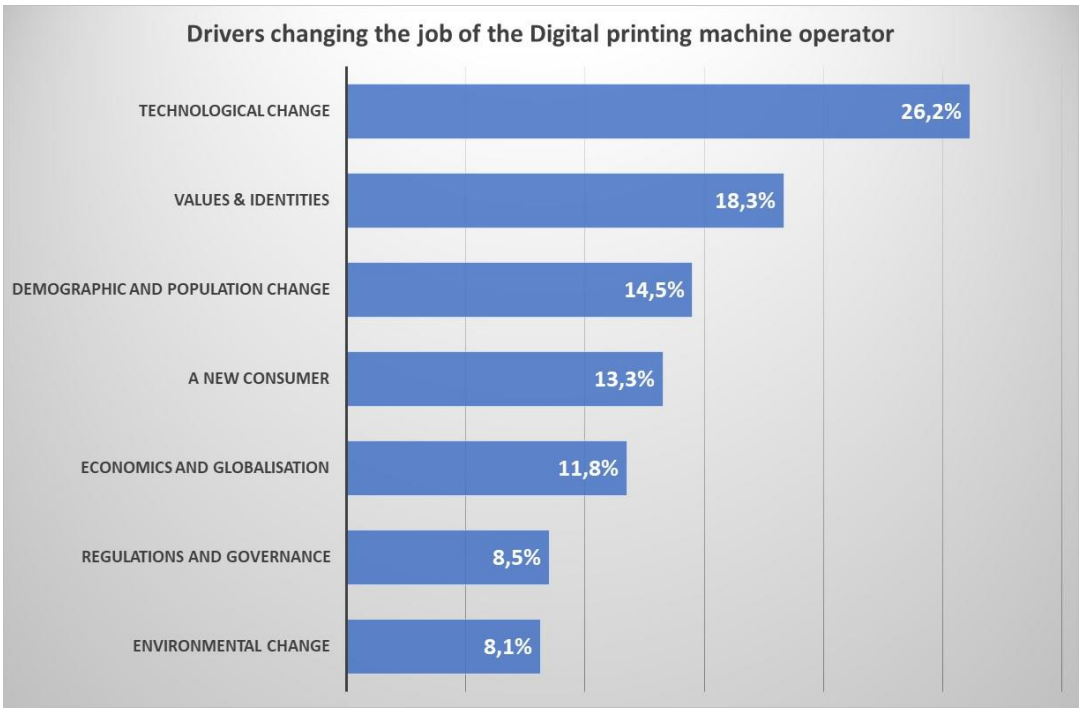
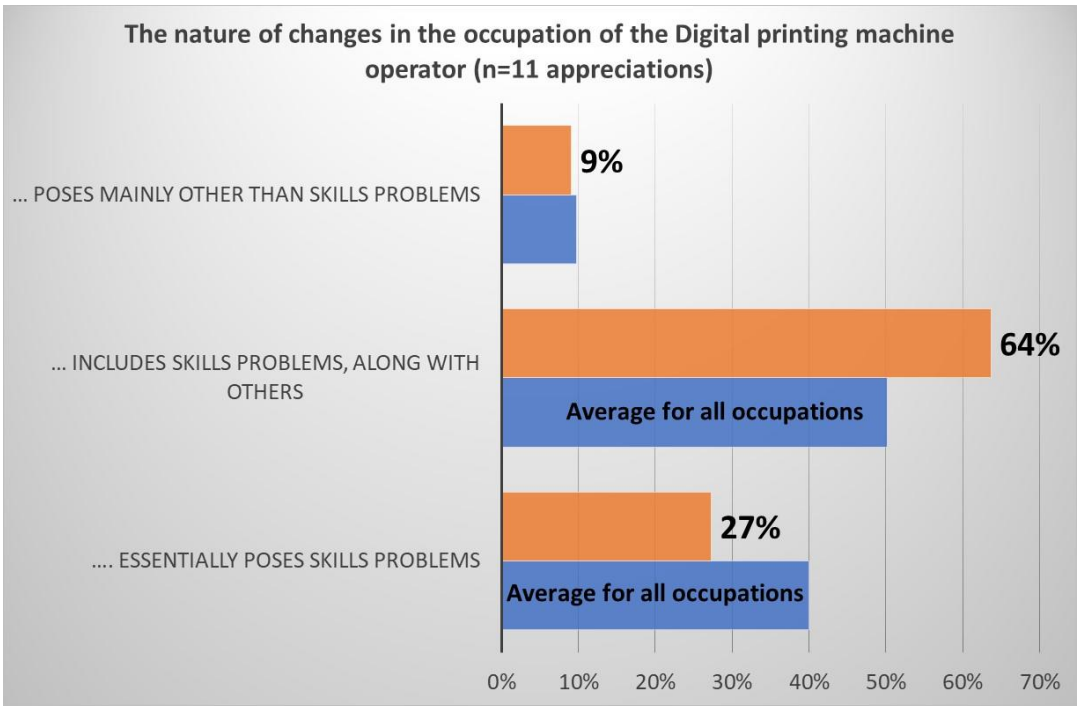
Digital printing machine operator - Drivers of change



Digital printing machine operator - Nature of changes



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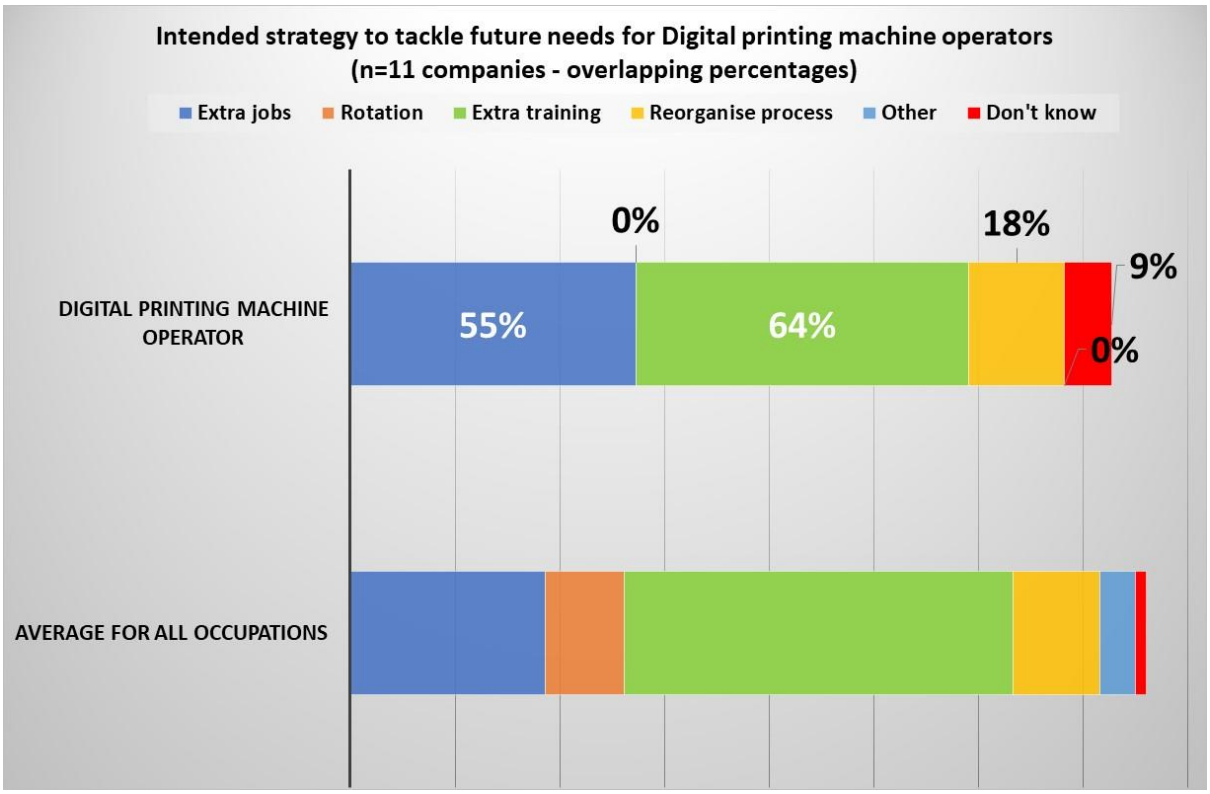
Digital printing machine operator - Skills mismatch solution strategy



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Occupation: Automatic (laser) cutting system operator

Automatic (laser) cutting system operator – Definition

Automatic (laser) cutting system operator	ESCO - automated cutting machine operator ESCO – Laser cutting machine operator
The use of laser technology in both cutting and assembly operations is of increasing importance to the sector and one that is continuing to evolve. Automatic Cutting System Operator: with the advances in technology allow new automated processes to be developed within the supply chain new occupations to manage these processes are starting to emerge. An example of this is the automatic cutting system operation who manages the complete system for cutting leather which comprising of automated pattern and leather scanning, interactive nesting and computer controlled cutting. The operator sends files from computer to the cutting machine, places the material to be cut, and performs patterns' nesting unless the machine makes it automatically.	**Automated cutting machine operators** send files from the computer to the cutting machine, place the material to be cut, and they digitize and select the fault in the materials surface in order to perform the nesting of the parts, unless the machine makes it automatically. They give the order to the machine to cut, they also collect the cut pieces and does the final quality control analysis against specifications and quality requirements. They also monitor the status of the cutting machine working devices. **Laser cutting machine operators** set up, program and tend laser cutting machines, designed to cut, or rather burn off and melt, excess material from a metal workpiece by directing a computer-motion-controlled powerful laser beam through laser optics. They read laser cutting machine blueprints and tooling instructions, perform regular machine maintenance, and make adjustments to the milling controls, such as the intensity of the laser beam and its positioning.

Automatic (laser) cutting system operator - Representation

	Numbers	Percentages of total research group
Number of companies employing Automatic (laser) cutting system operators	55	24%
Number of dedicated Automatic (laser) cutting system operators	159	0,3%

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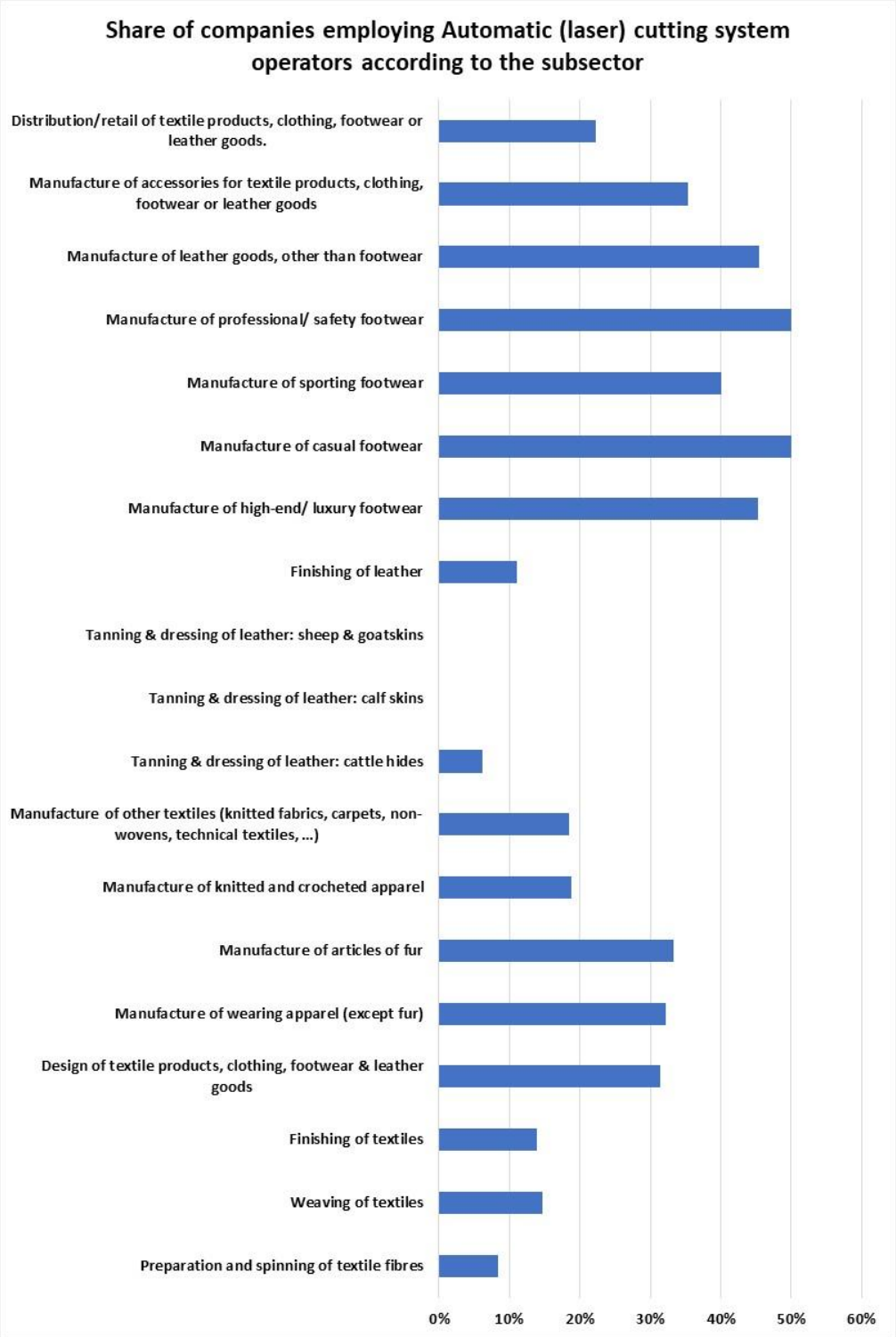

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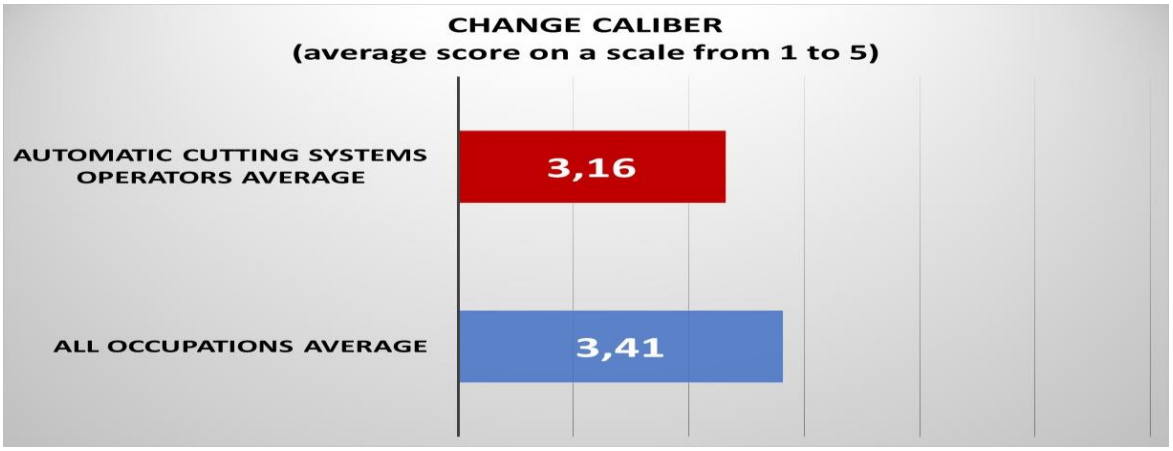
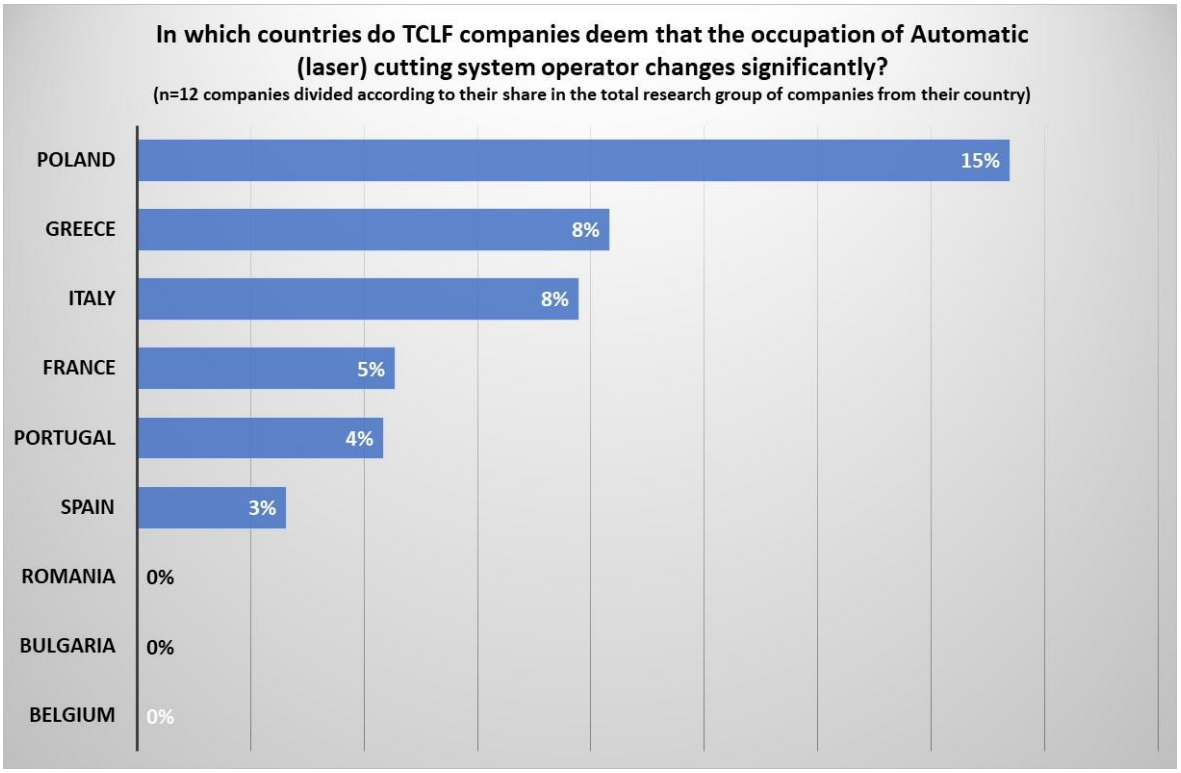
Automatic (laser) cutting system operator - Change caliber





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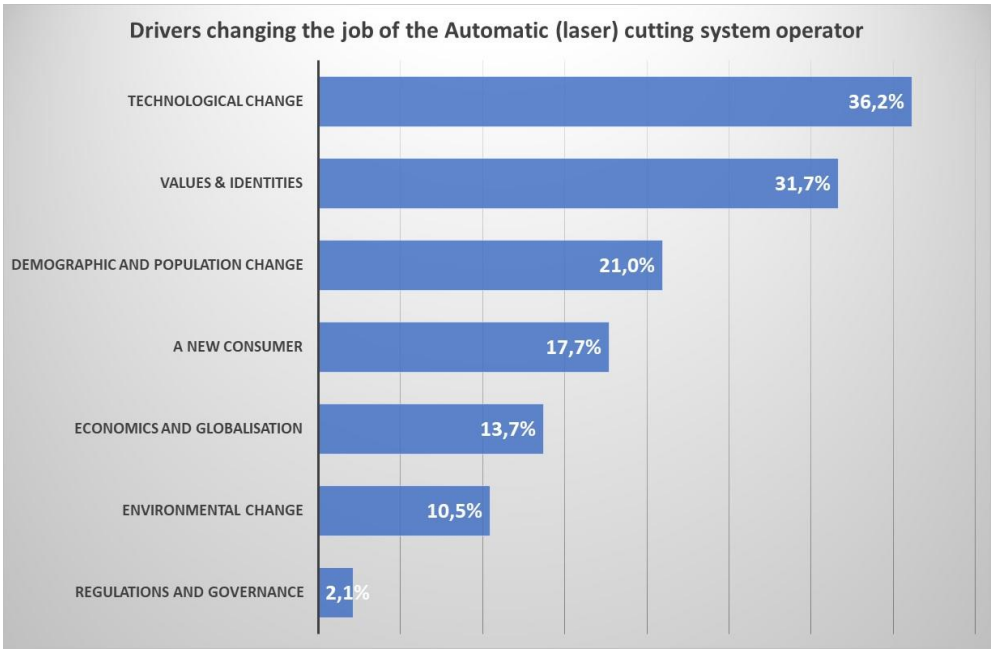
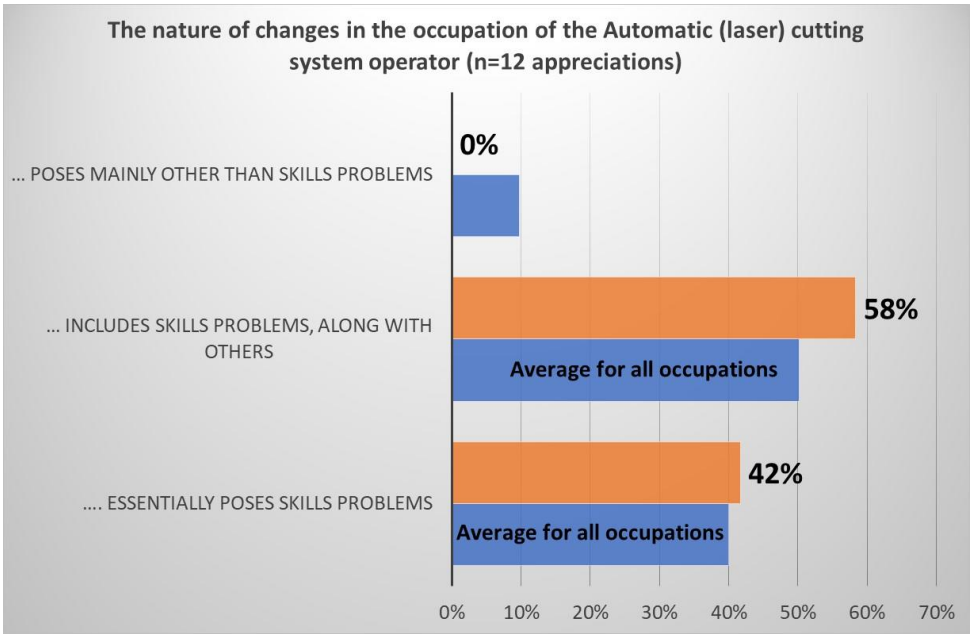
Automatic (laser) cutting system operator - Drivers of change



Automatic (laser) cutting system operator - Nature of changes



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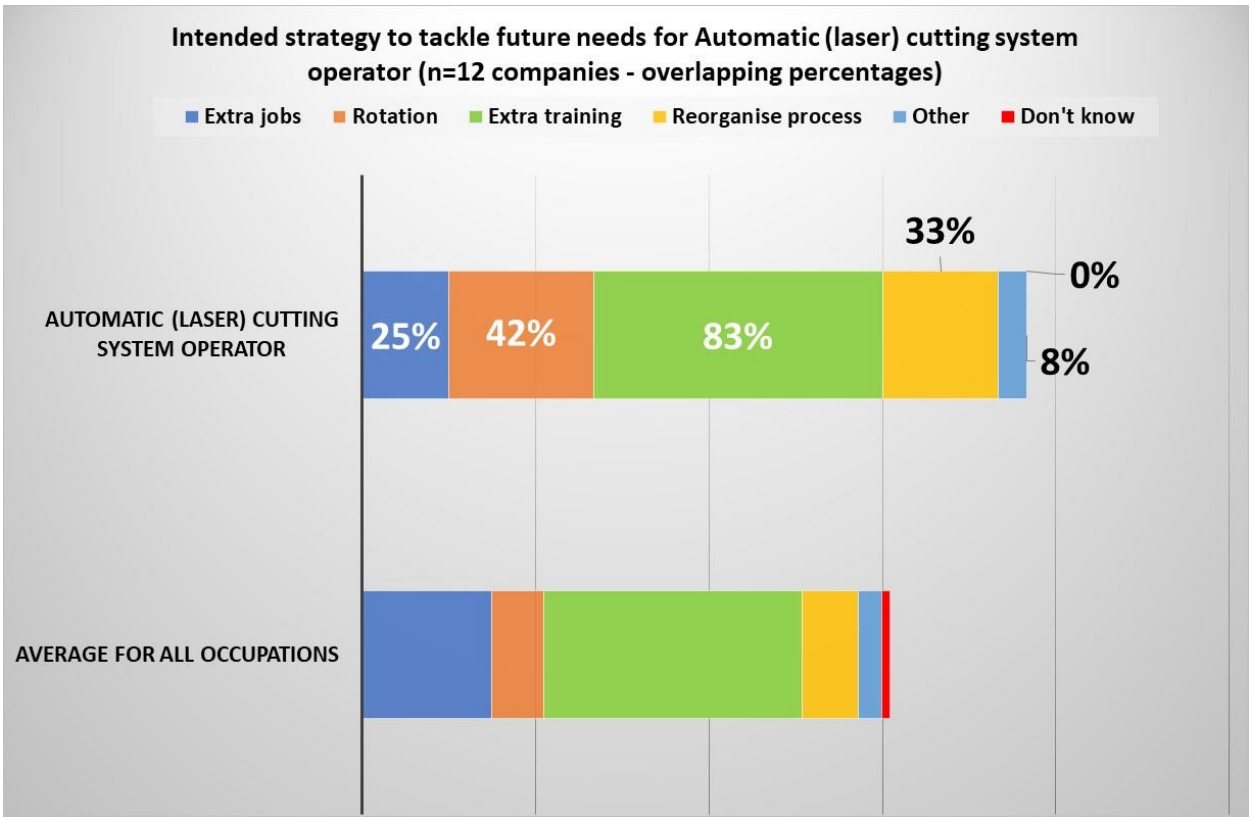
Automatic (laser) cutting system operator - Skills mismatch solution strategy



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Occupation: Clothing technologist

Clothing technologist – Definition

Clothing technologist	ESCO - Clothing technologist
See ESCO	Clothing technologists work on the design, development and production of textile and apparel products. They carry out a range of technical, investigative and quality control work to ensure the end product (from clothing to household up to industrial textiles). They perform to specifications, improve production efficiency and quality while liaising with those involved in the production process. They liaise with designers, adapt designs to suit production methods, make and size pre-production garments, source fabrics and accessories, undertake quality evaluations of materials and check the quality of the final product, and consider ecological aspects.

Clothing technologist - Representation

	Numbers	Percentages of total research group
Number of companies employing Clothing technologists	35	16%
Number of dedicated Clothing technologists	148	0,3%

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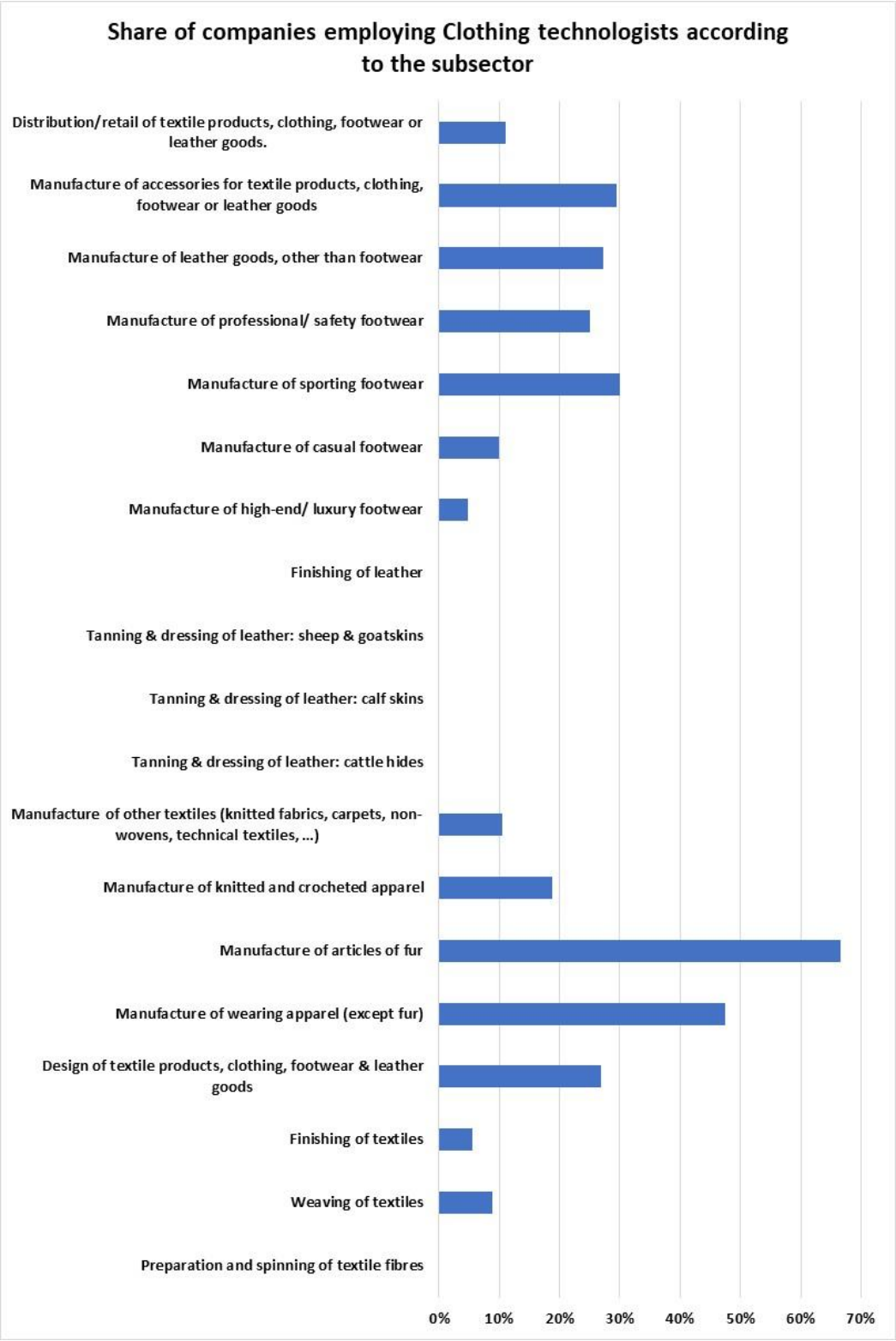

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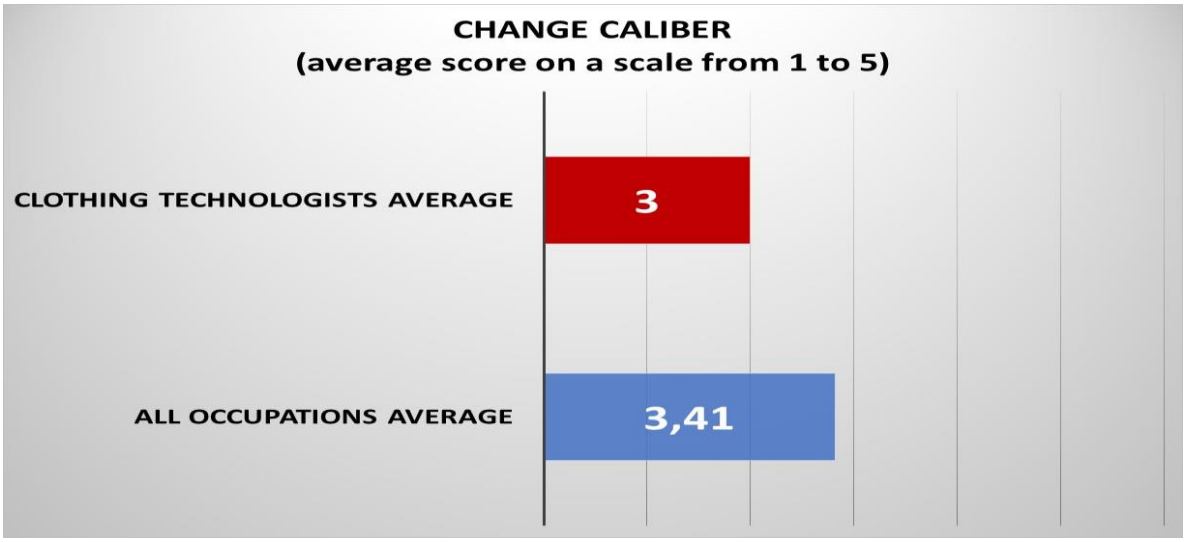
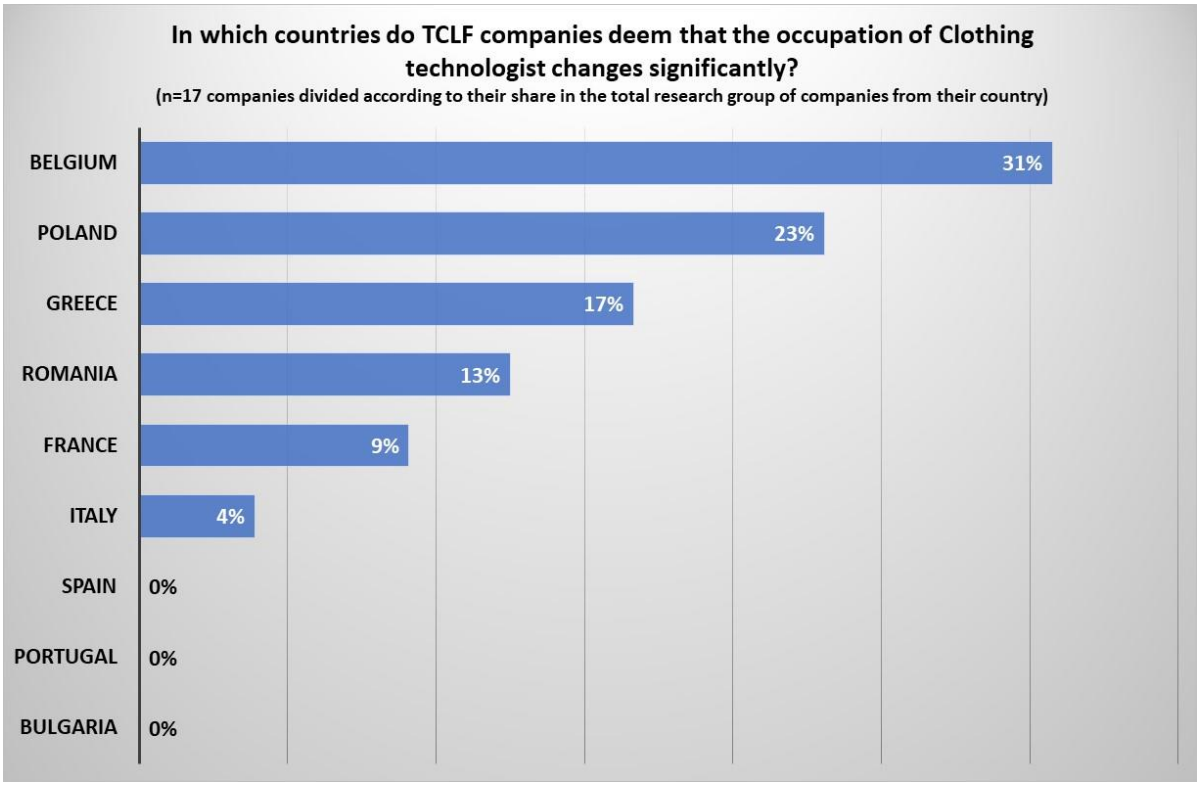
Clothing technologist - Change caliber





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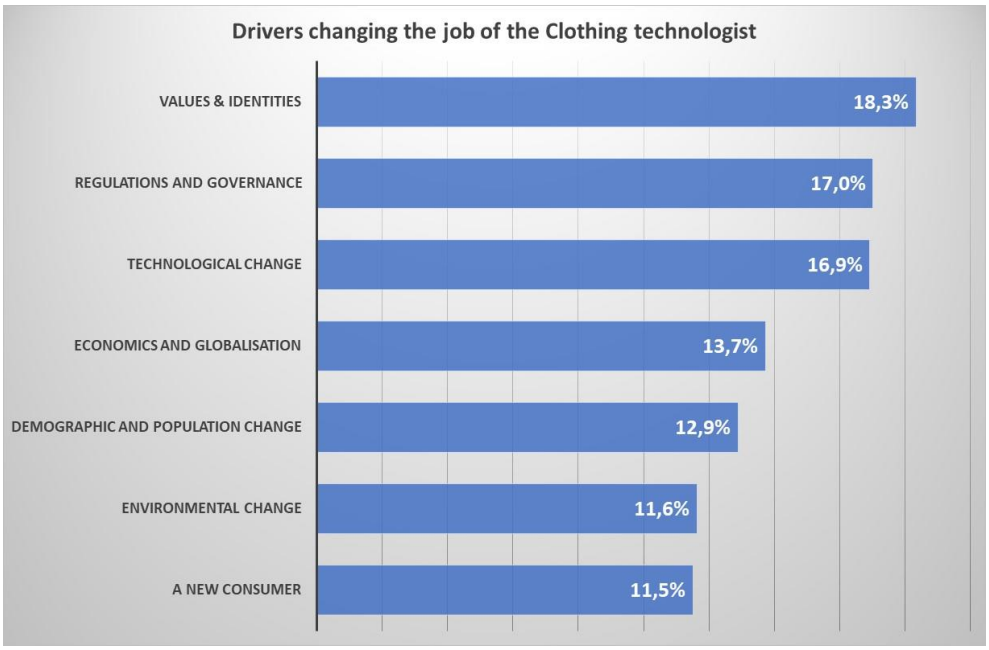
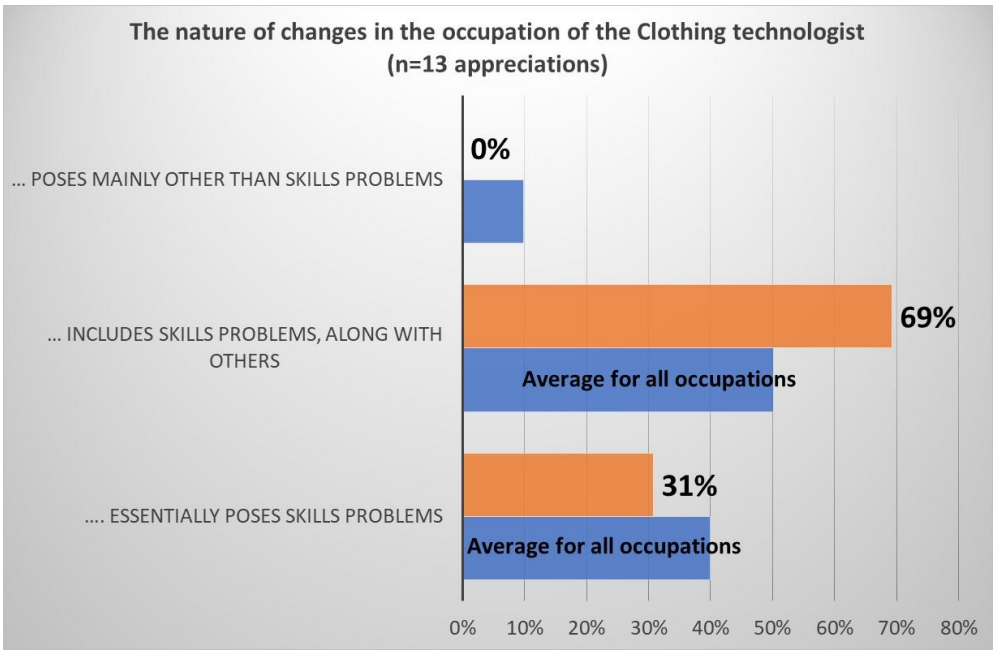
Clothing technologist - Drivers of change



Clothing technologist - Nature of changes



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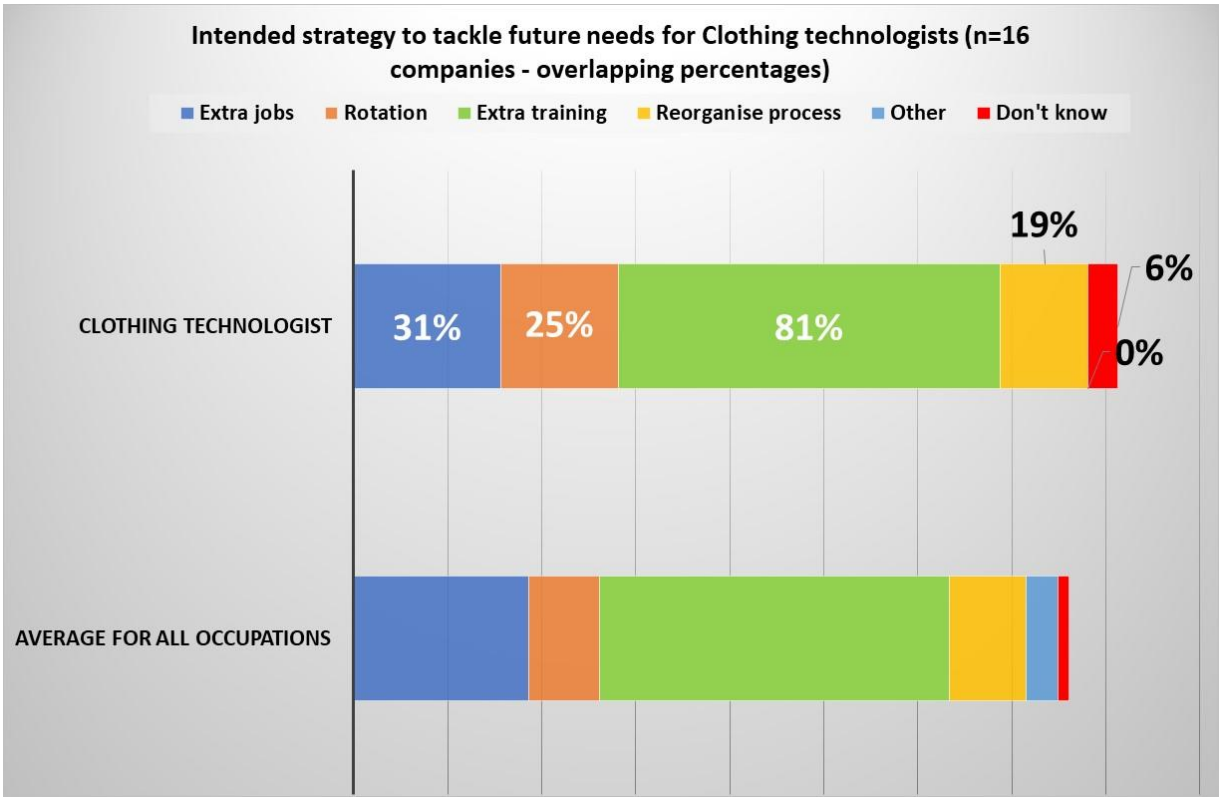
Clothing technologist - Skills mismatch solution strategy



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Occupation: Leather technologist

Leather technologist – Definition

Leather technologist	Not in ESCO
Specialist in the field of natural and artificial leathers, has knowledge in the field of tanning and natural leather technology and technologies for making and modifying synthetic leather (eco leather), able to analyse and evaluate the assortment of leathers and able to choose types of leather for product applications. Specialist in the leather properties, taking into account the aspect of product quality and their ecological utilization and recycling.	

Leather technologist - Representation

	Numbers	Percentages of total research group
Number of companies employing Leather technologists	31	14%
Number of dedicated Leather technologists	84	0,2%

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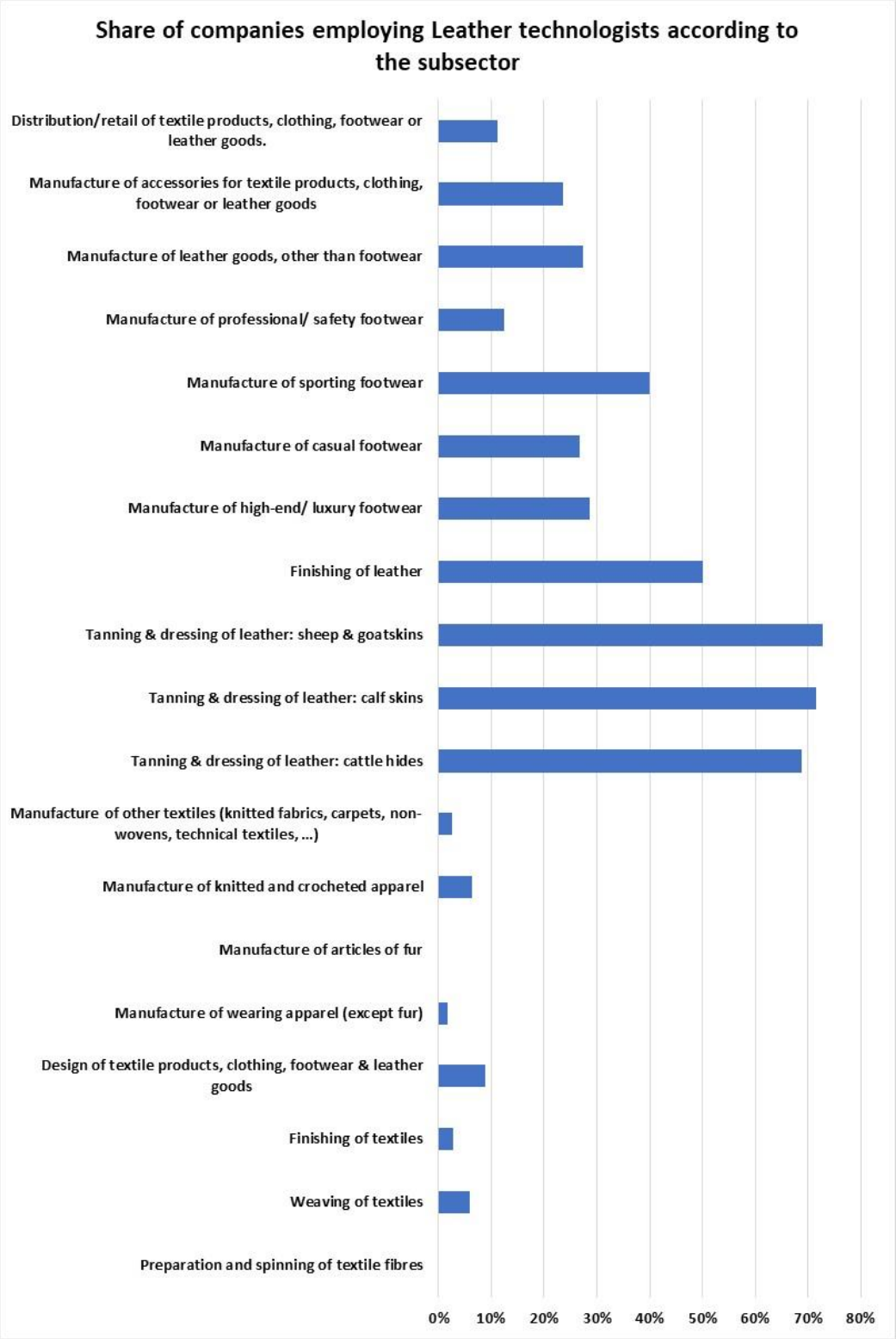

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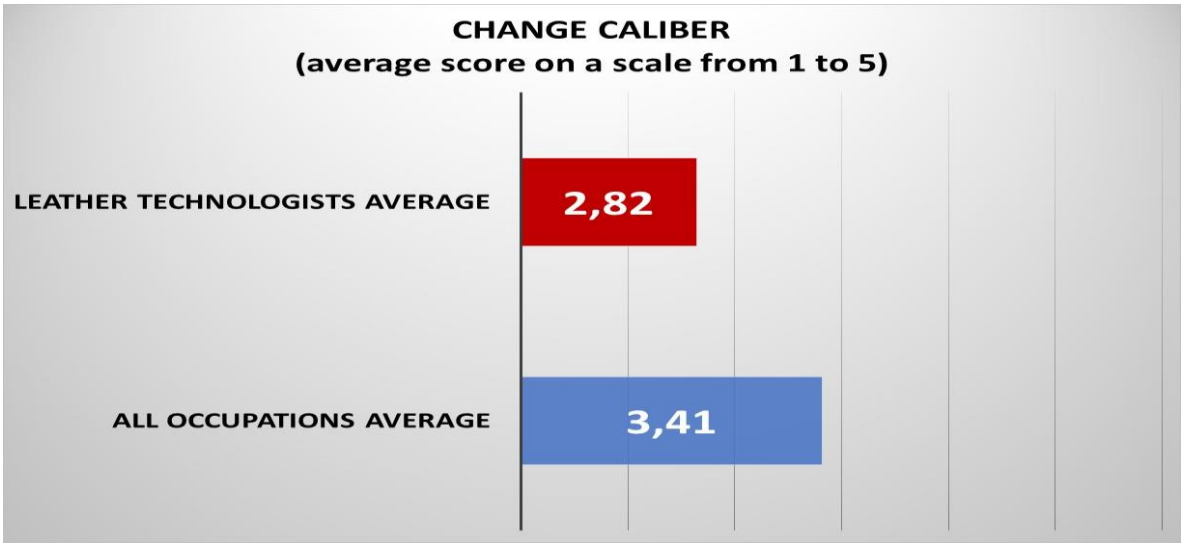
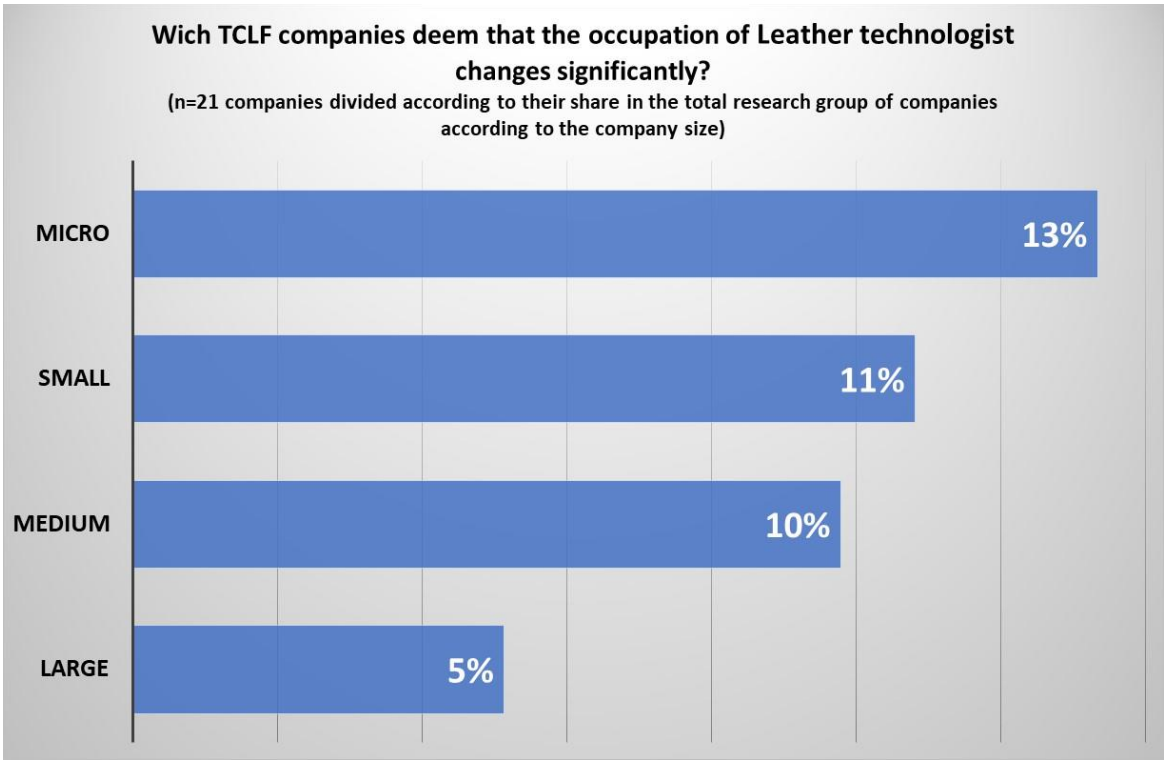
Leather technologist - Change caliber





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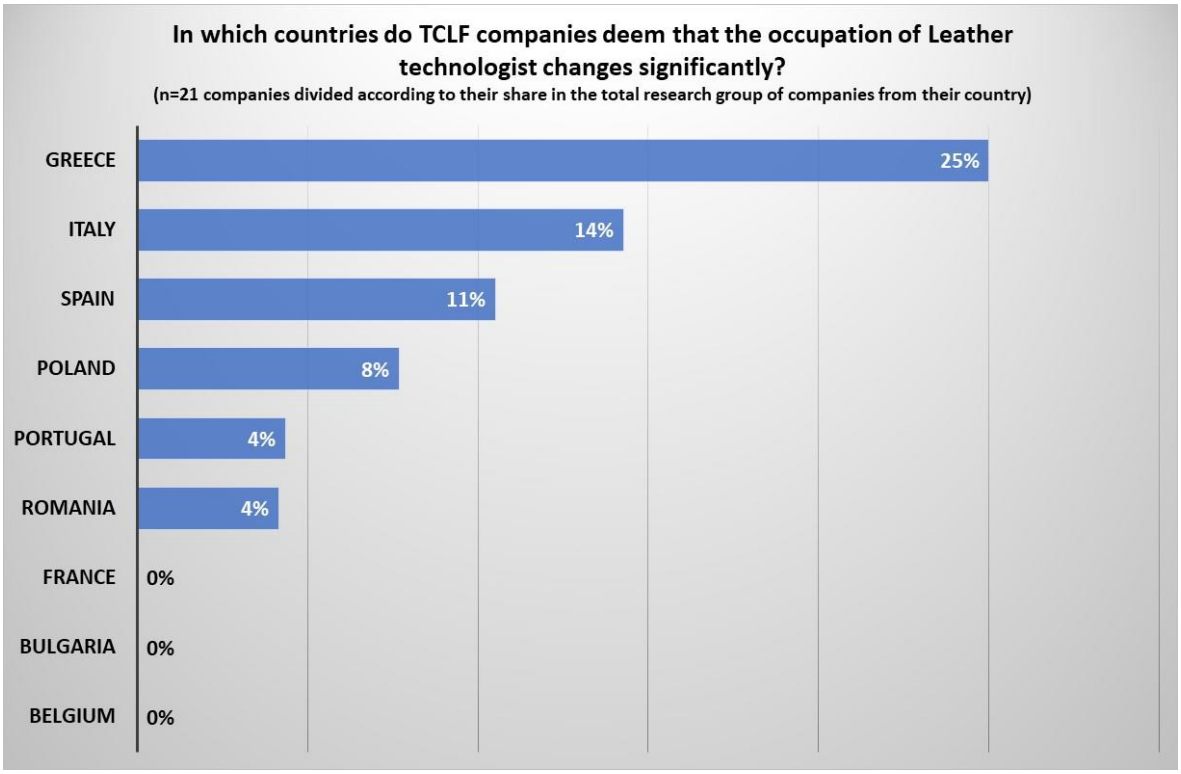
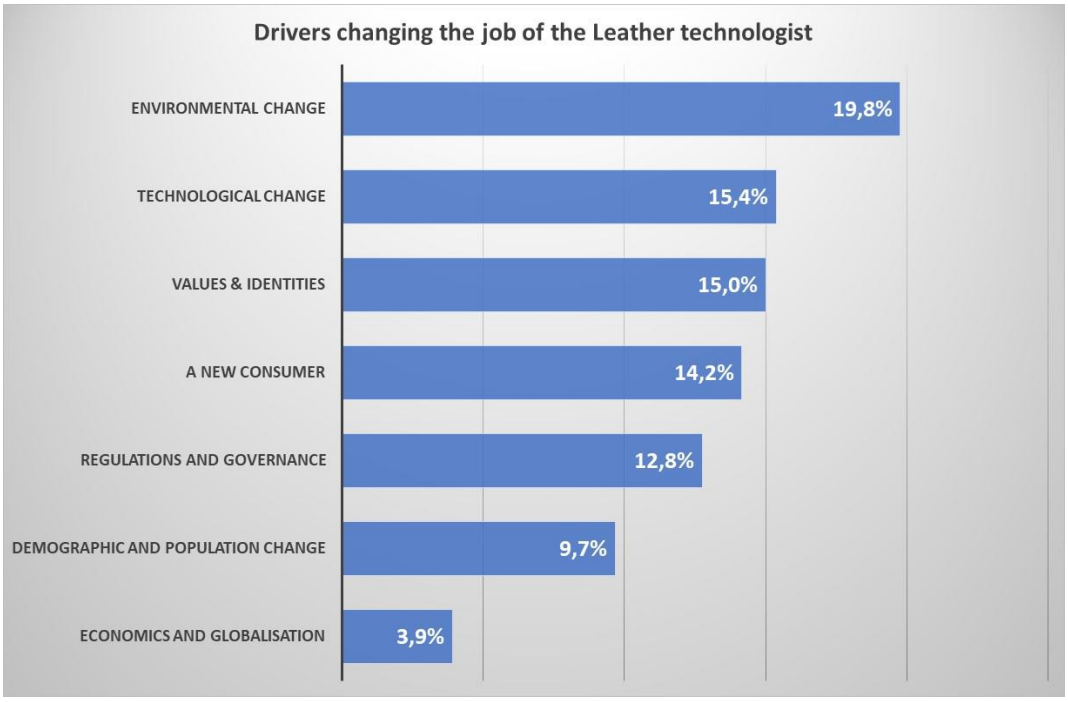


Leather technologist - Drivers of change



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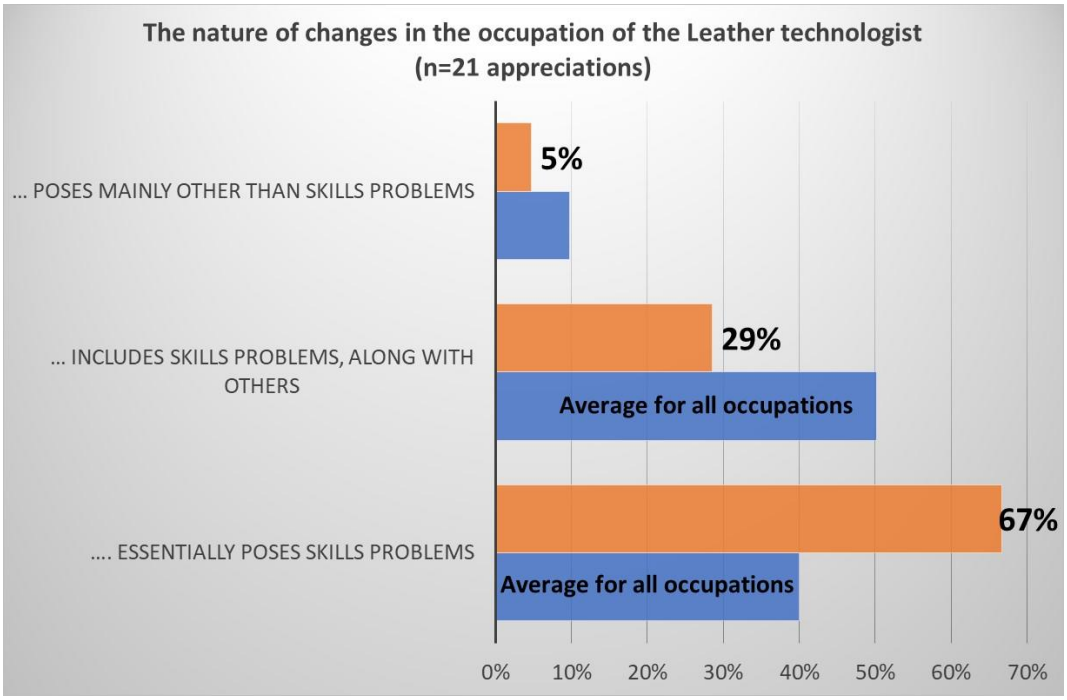
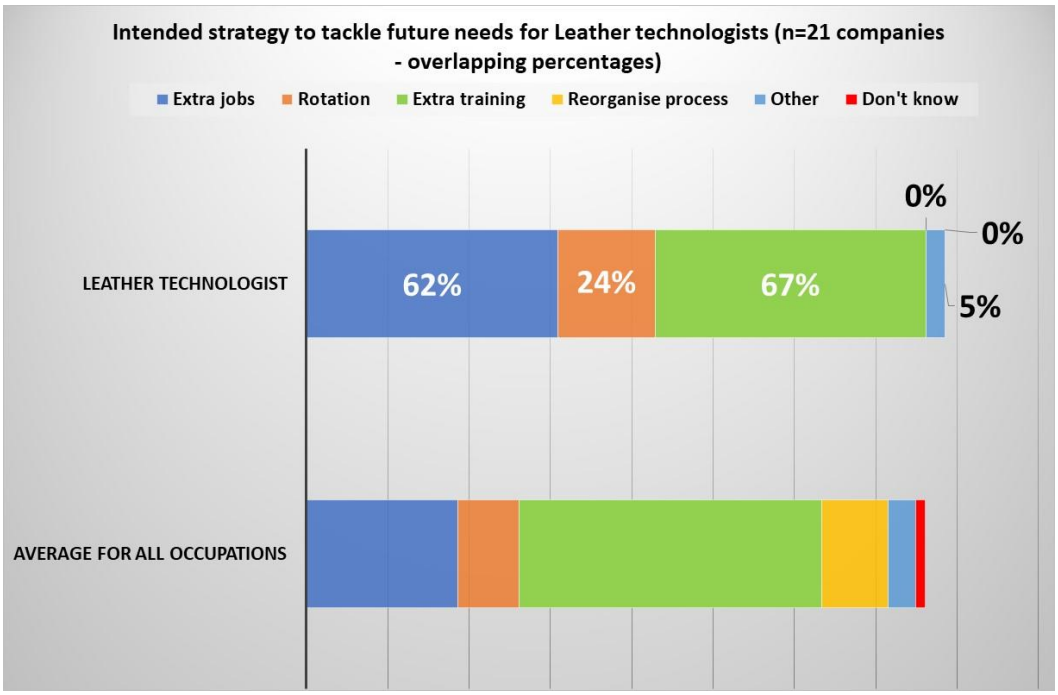
Leather technologist - Nature of changes



Leather technologist - Skills mismatch solution strategy



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Occupation: Textile technologist

Textile technologist – Definition

Textile technologist	ESCO – Textile technologist
The technologist has the skills and knowledge in the field of modern textile technologies relating to the area of mechanical technology including spinning, weaving, knitting and clothing as well as textile metrology and textile commodities. The second area is chemical technologies including artificial fibers, polymer chemistry, and finishing.	Textile technologists develop and supervise production systems for textiles.

Textile technologist - Representation

	Numbers	Percentages of total research group
Number of companies employing Textile technologists	69	31%
Number of dedicated Textile technologists	335	0,7%

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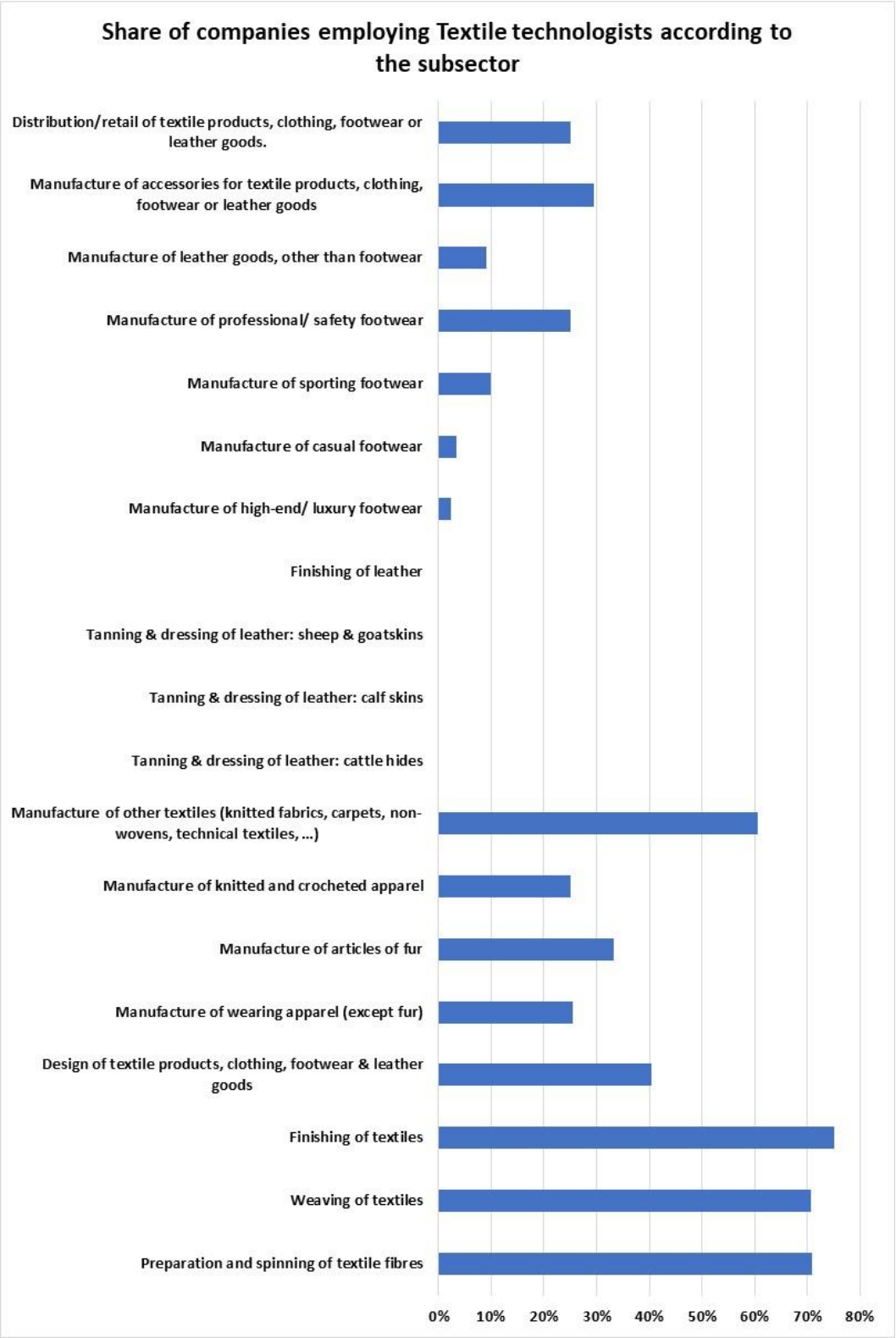

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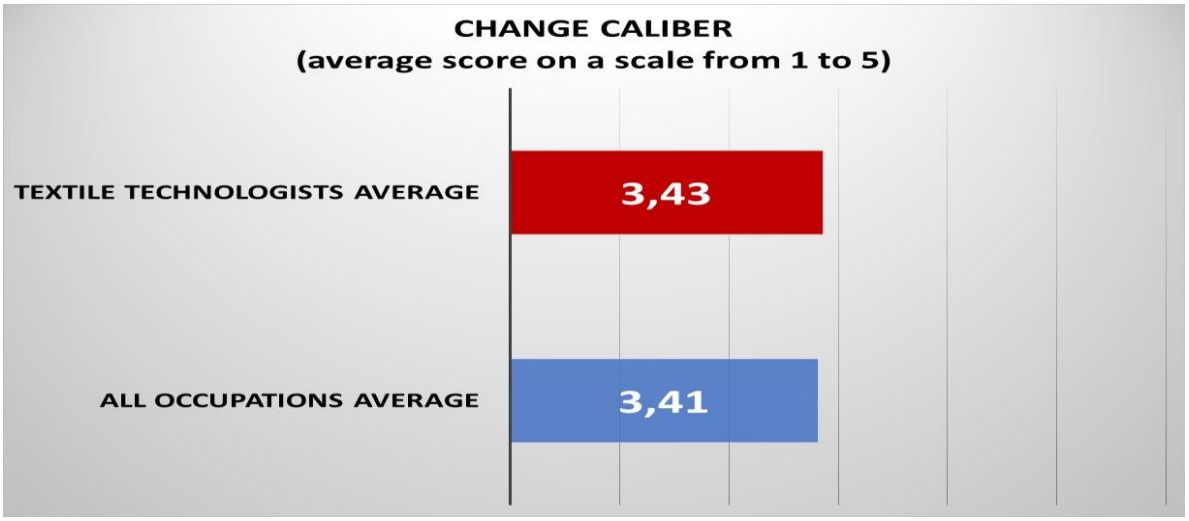
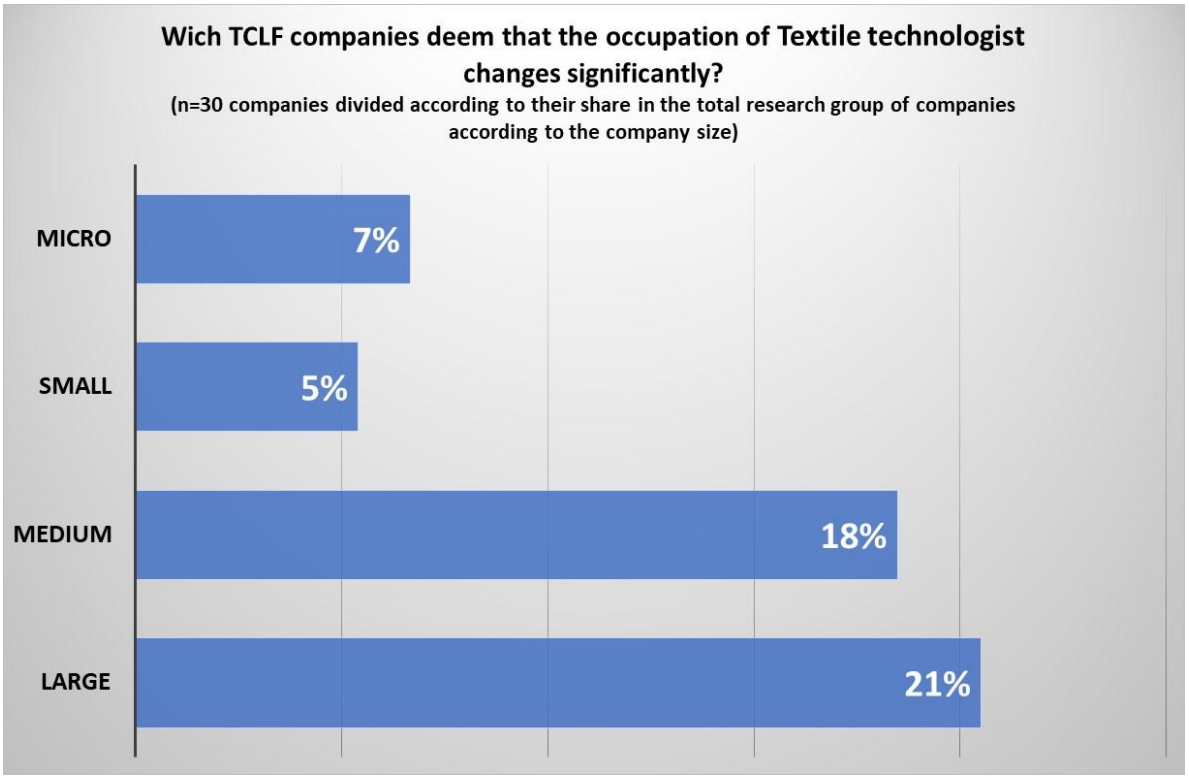
Textile technologist - Change caliber





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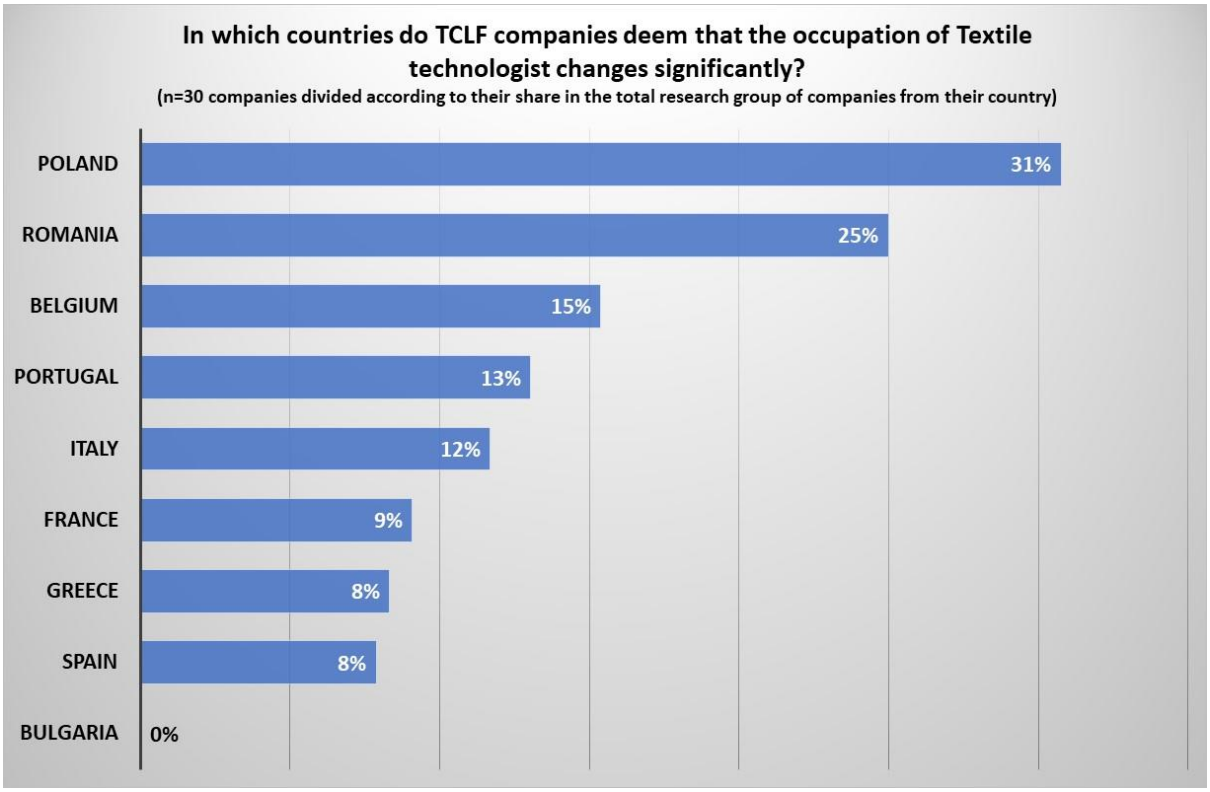
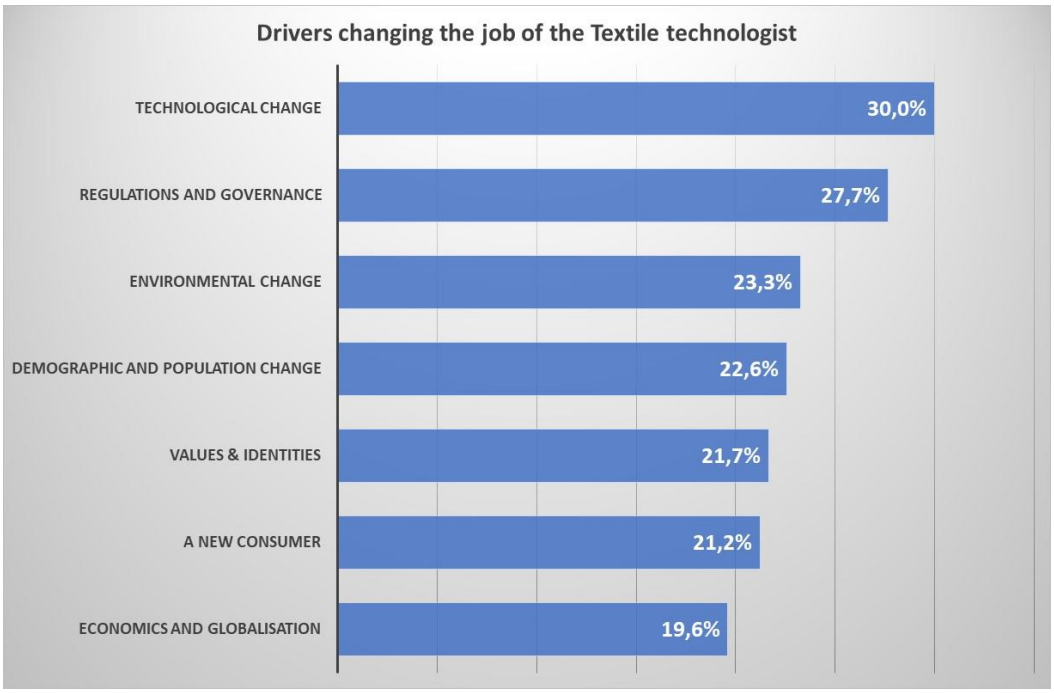


Textile technologist - Drivers of change



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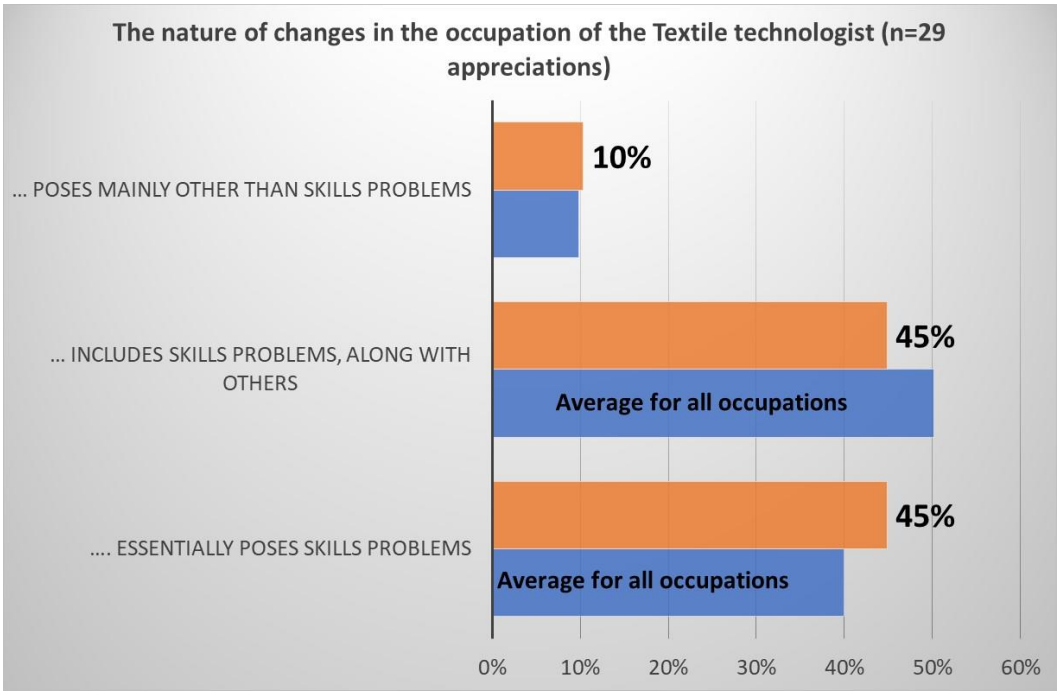
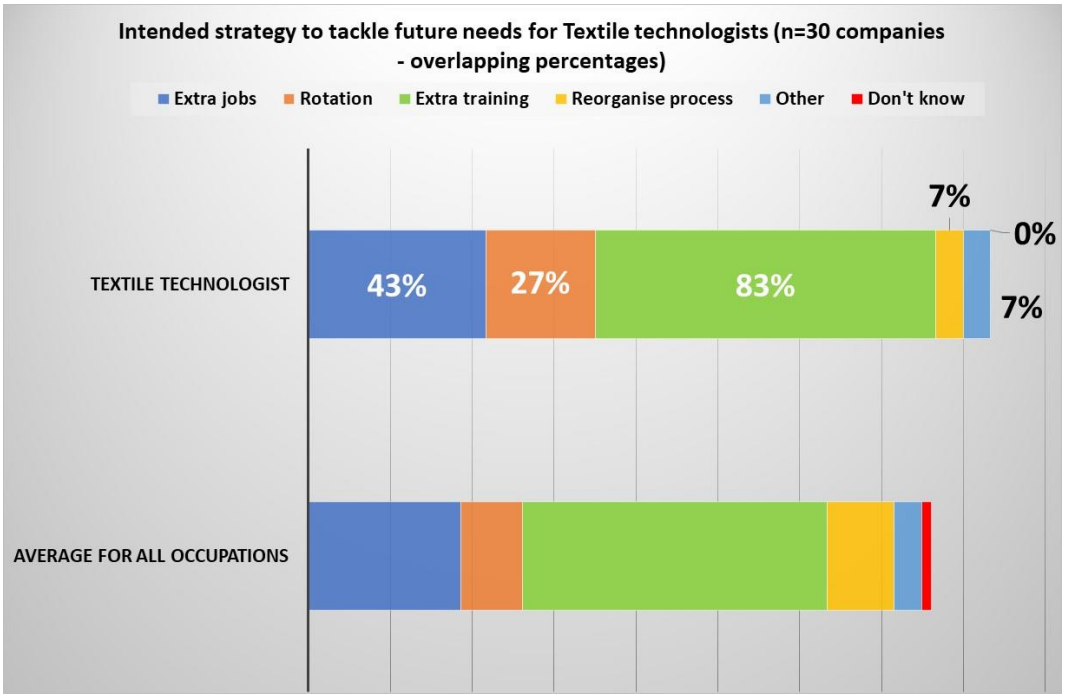
Textile technologist - Nature of changes



Textile technologist - Skills mismatch solution strategy



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Occupation: Technician in textronics and automation

Technician in textronics and automation – Definition

Technician in textronics and automation	Not in ESCO
The technician has knowledge of textiles and electronics regarding an innovative group of functional products and textronic garments. The technician will have interdisciplinary knowledge of control techniques, electronic and mechanical design of textile process automation.	

Technician in textronics and automation - Representation

	Numbers	Percentages of total research group
Number of companies employing Technician in textronics and automations	29	13%
Number of dedicated Technician in textronics and automations	41	0,1%

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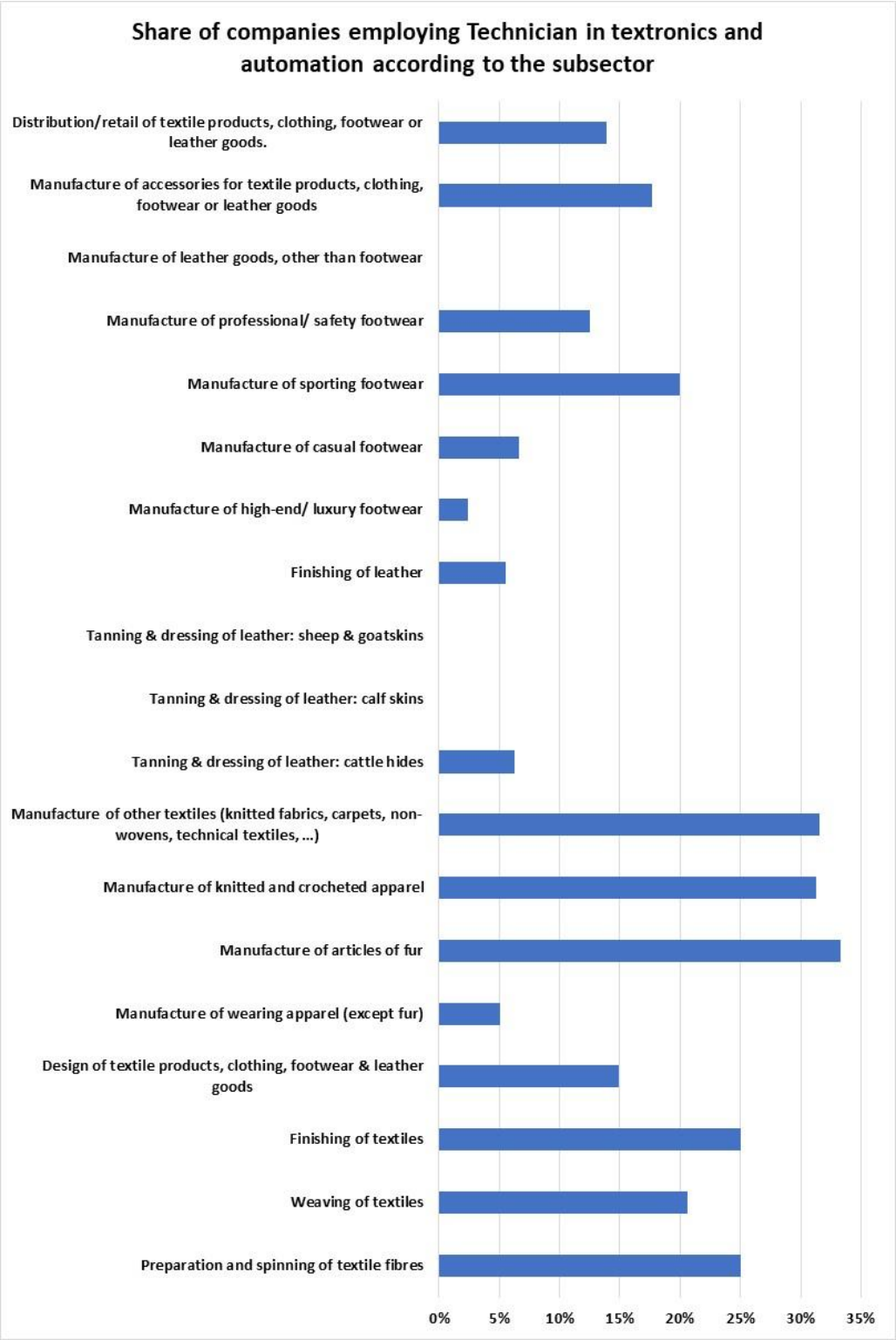

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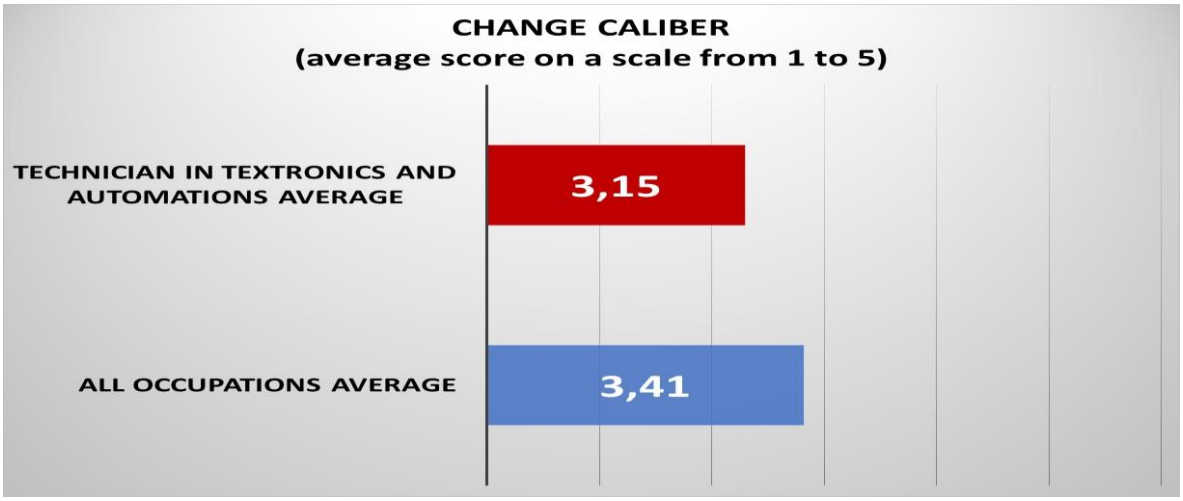
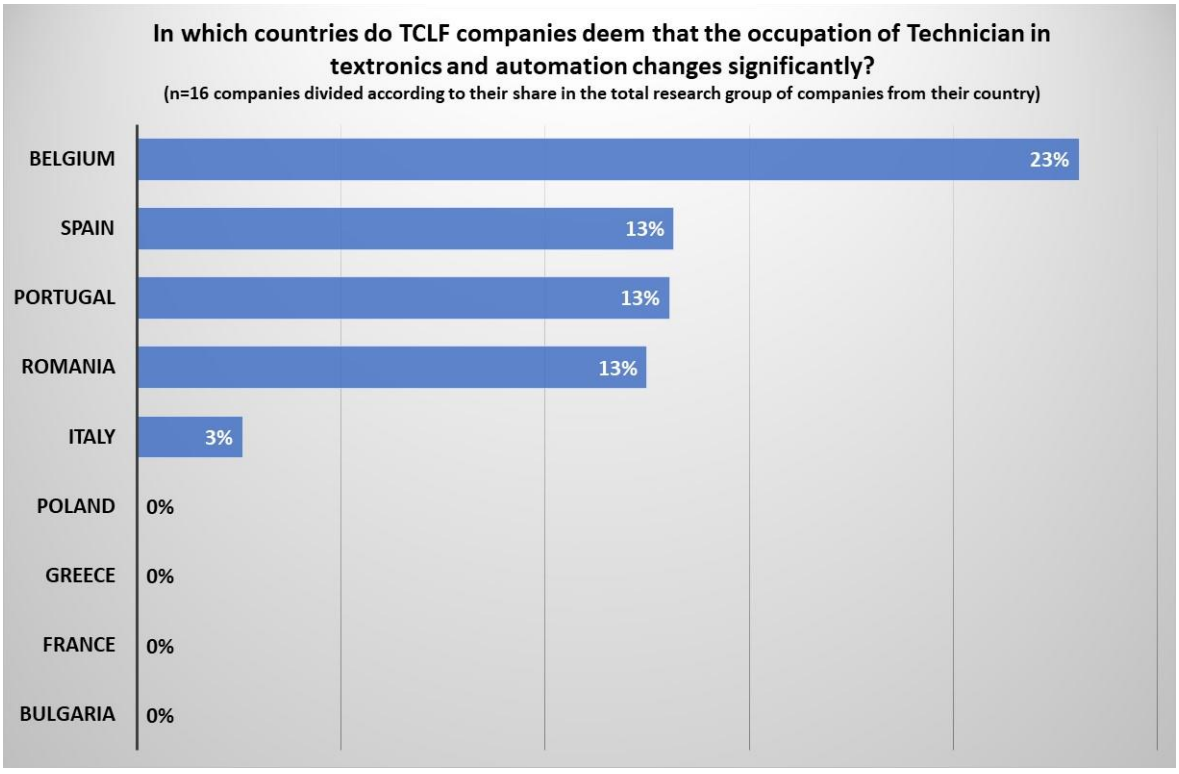
Technician in textronics and automation - Change caliber





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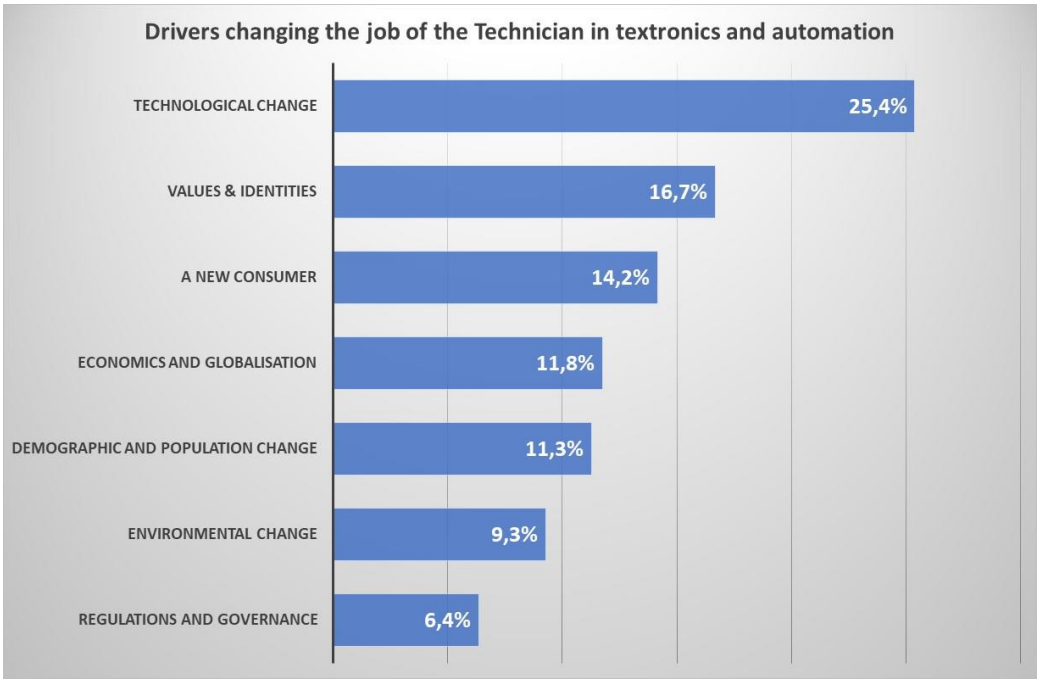
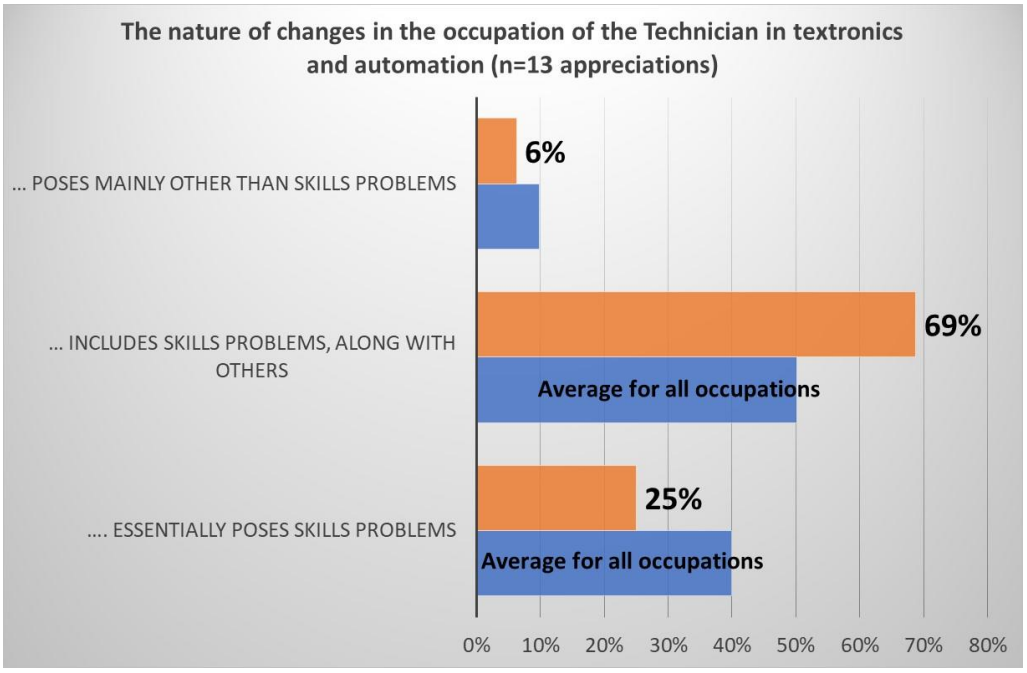
Technician in textronics and automation - Drivers of change



Technician in textronics and automation - Nature of changes



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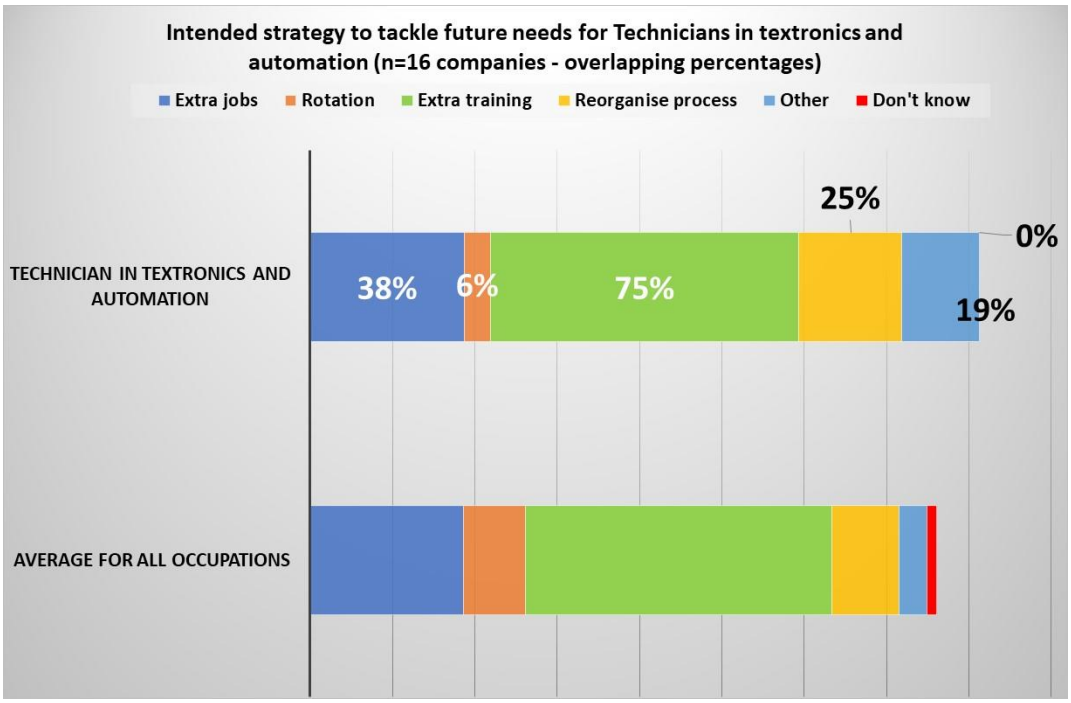
Technician in textronics and automation - Skills mismatch solution strategy



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Occupation: Footwear production technician

Footwear production technician – Definition

Footwear production technician	Not in ESCO
Footwear production technicians perform a wide range of activities regarding footwear manufacturing. They are involved in all phases of the process including product engineering and different types of construction. They aim at maximising productivity and reducing production costs, assuring the functionality and quality of product and customer satisfaction.	

Footwear production technician - Representation

	Numbers	Percentages of total research group
Number of companies employing Footwear production technicians	50	22%
Number of dedicated Footwear production technicians	257	0,6%

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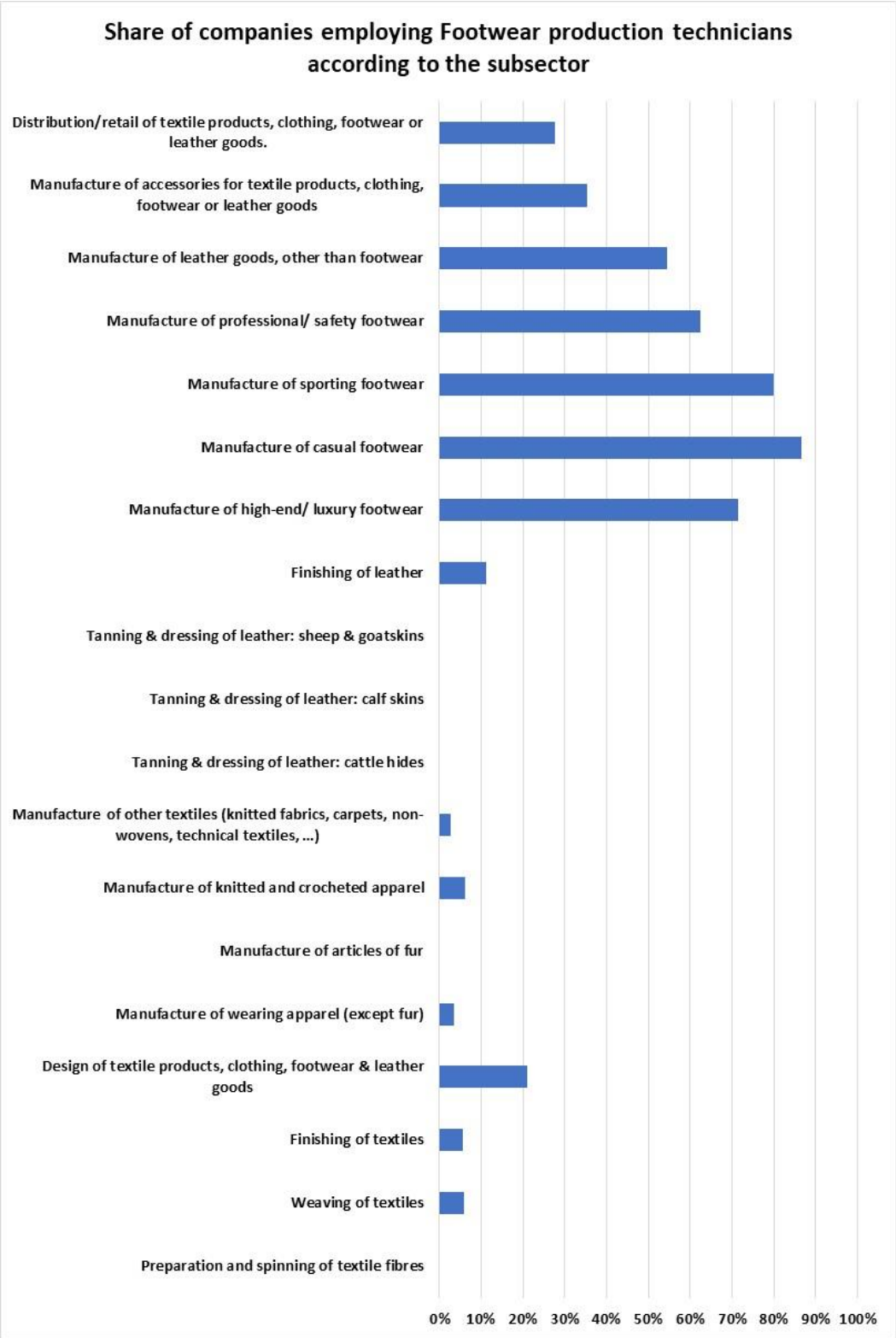

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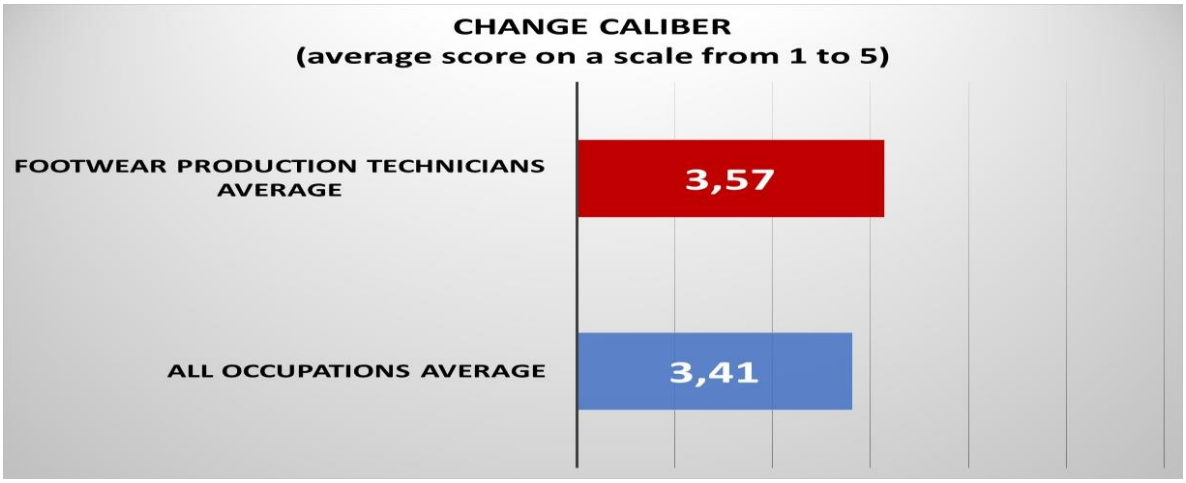
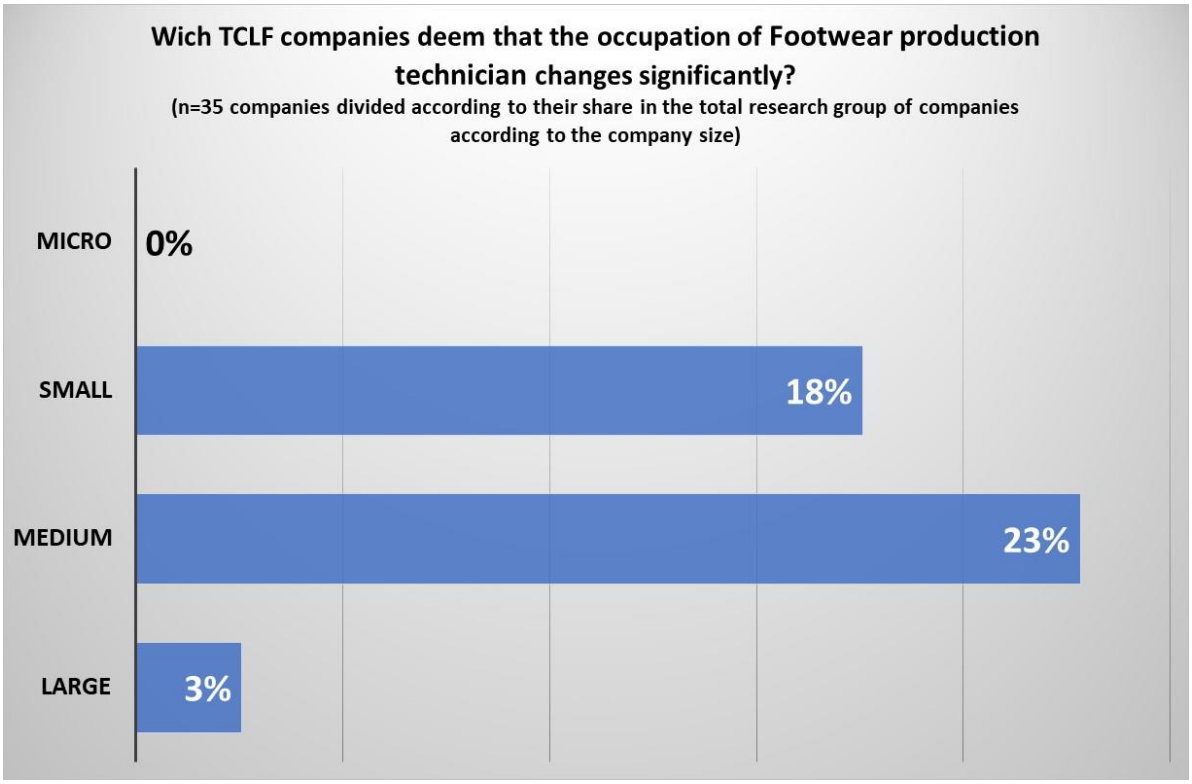
Footwear production technician - Change caliber





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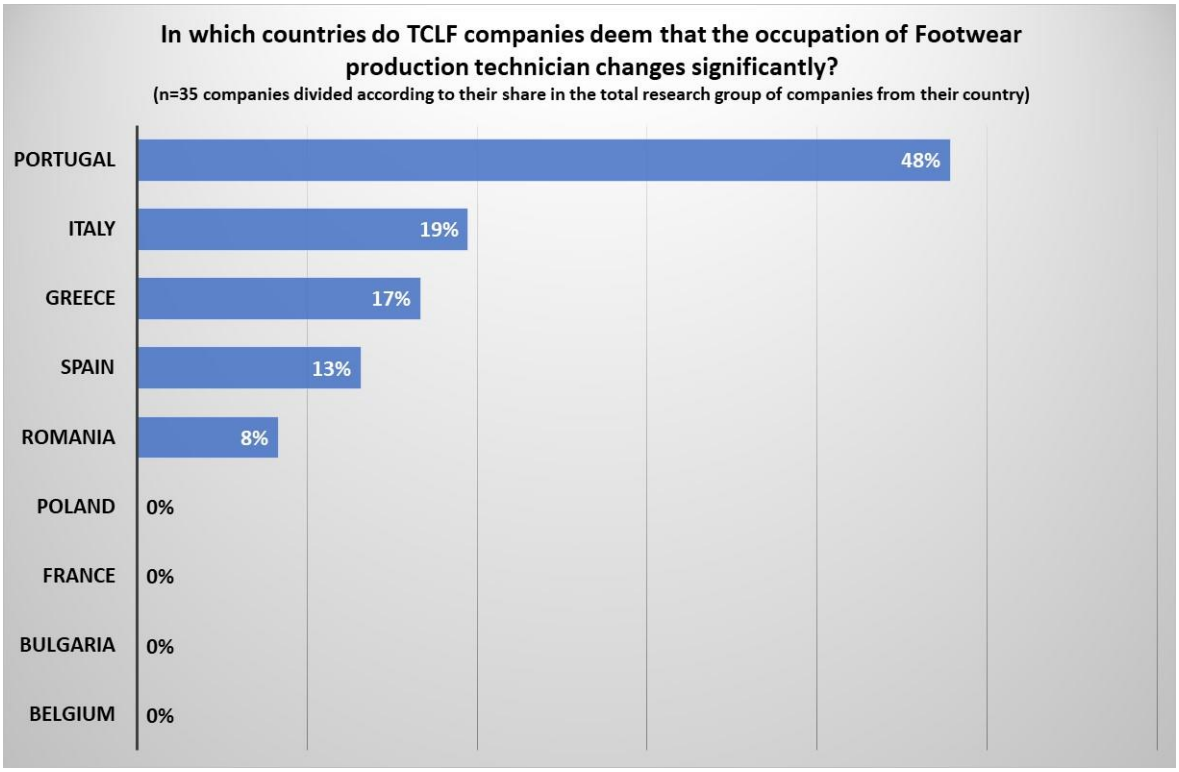
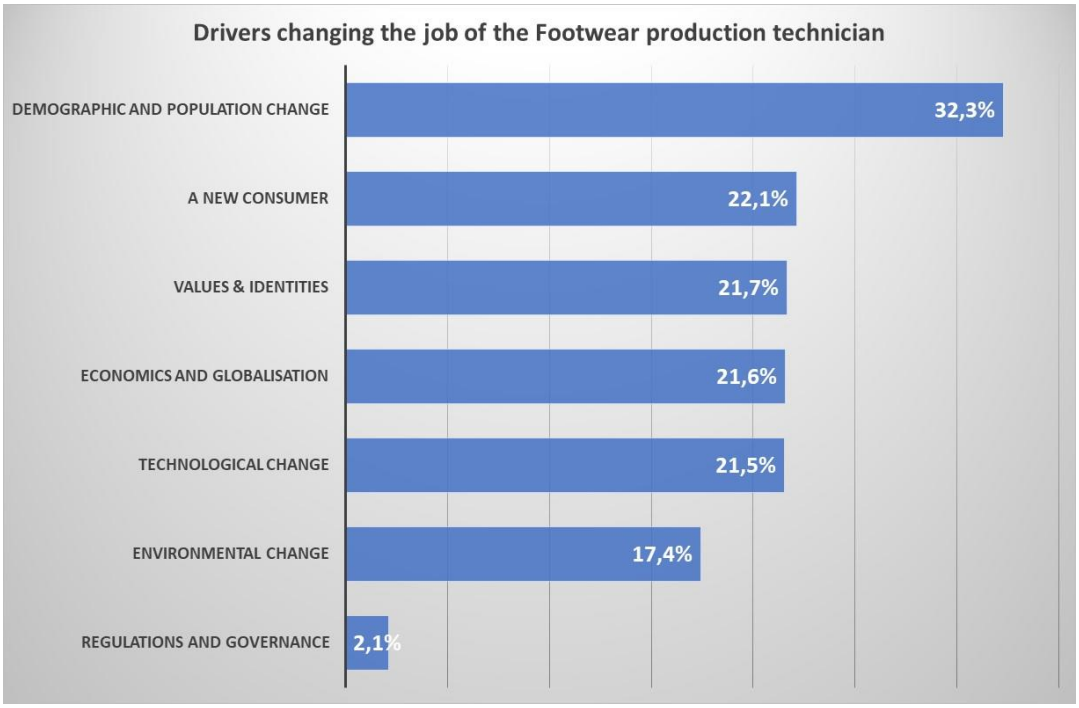


Footwear production technician - Drivers of change



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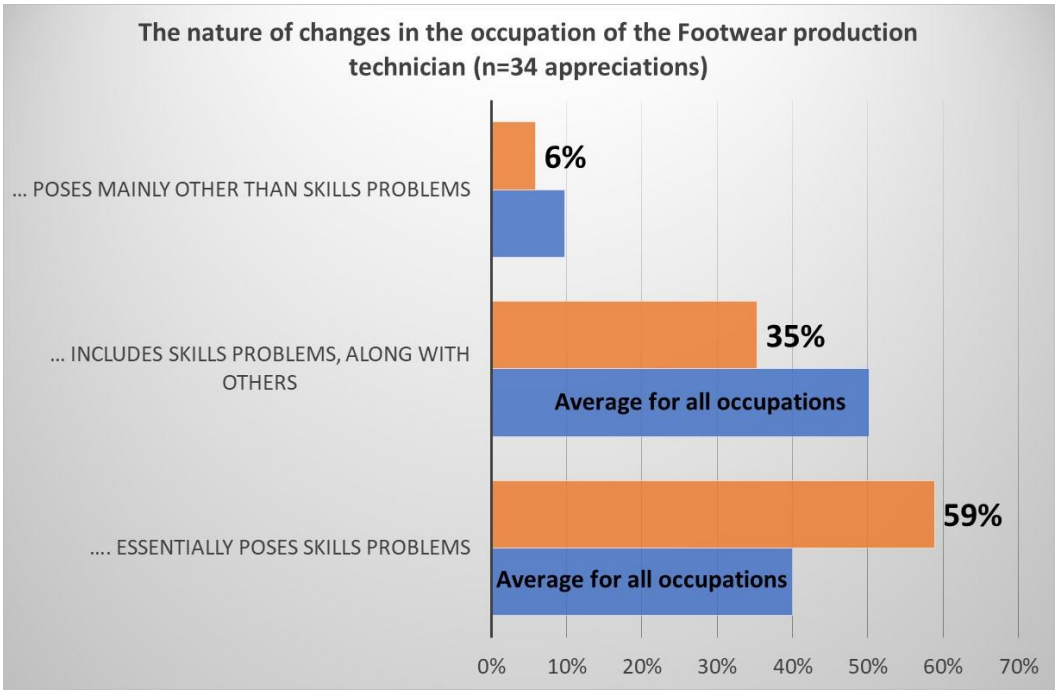
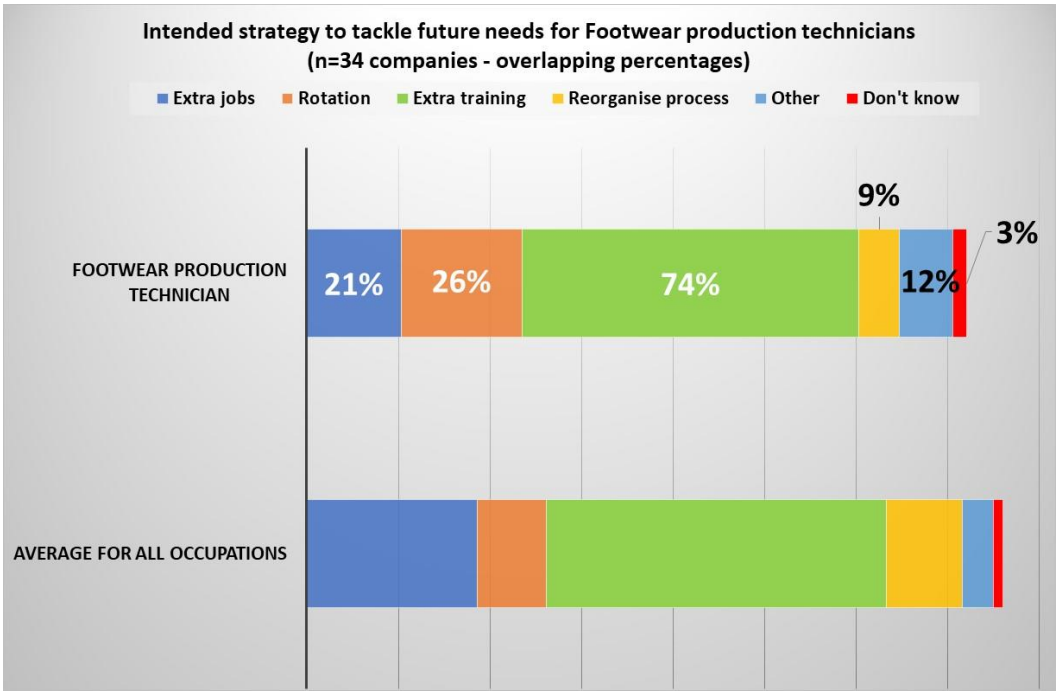
Footwear production technician - Nature of changes



Footwear production technician - Skills mismatch solution strategy



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Occupation: Quality technician

Quality technician – Definition

Quality technician	Not in ESCO
The technician will have knowledge and skills in the field of quality of materials and final products. They perform tasks using quality systems based on national and international standards. They analyse and interpret the results, prepare reports, advise on corrective measures, contribute to the achievement of requirements and objectives for the benefit of continuous improvement and customer satisfaction.	

Quality technician - Representation

	Numbers	Percentages of total research group
Number of companies employing Quality technicians	139	62%
Number of dedicated Quality technicians	499	1,1%

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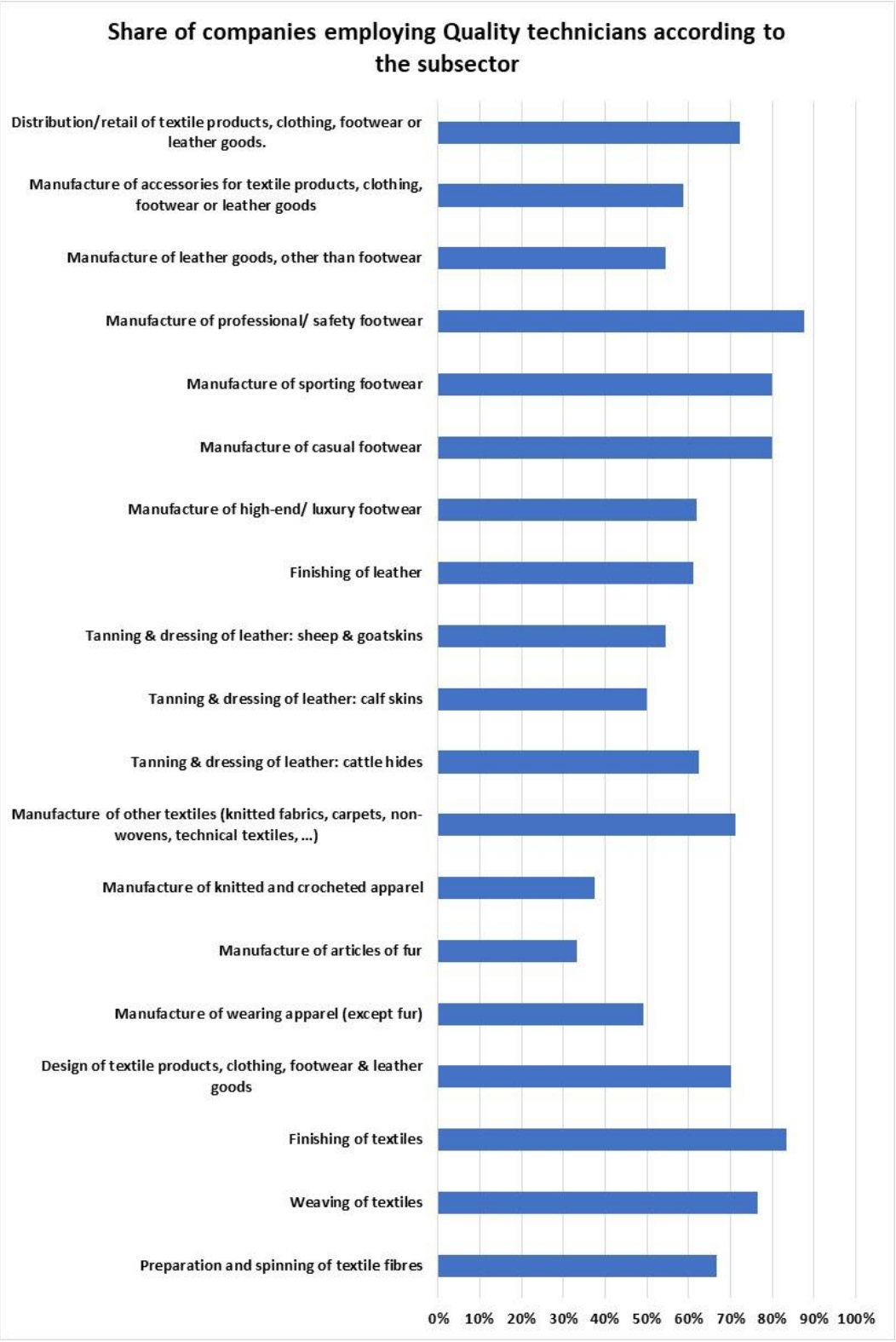

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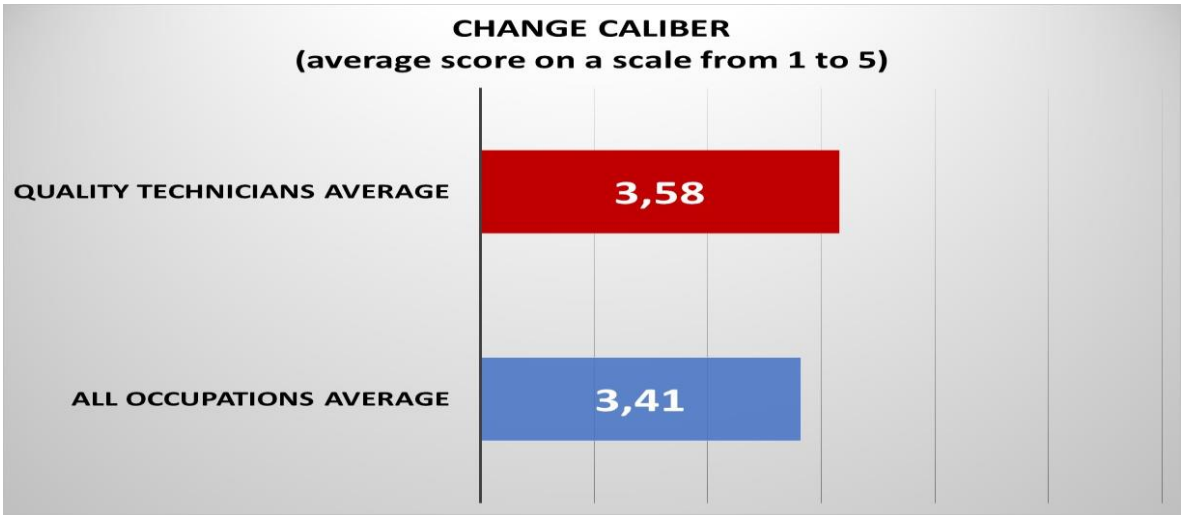
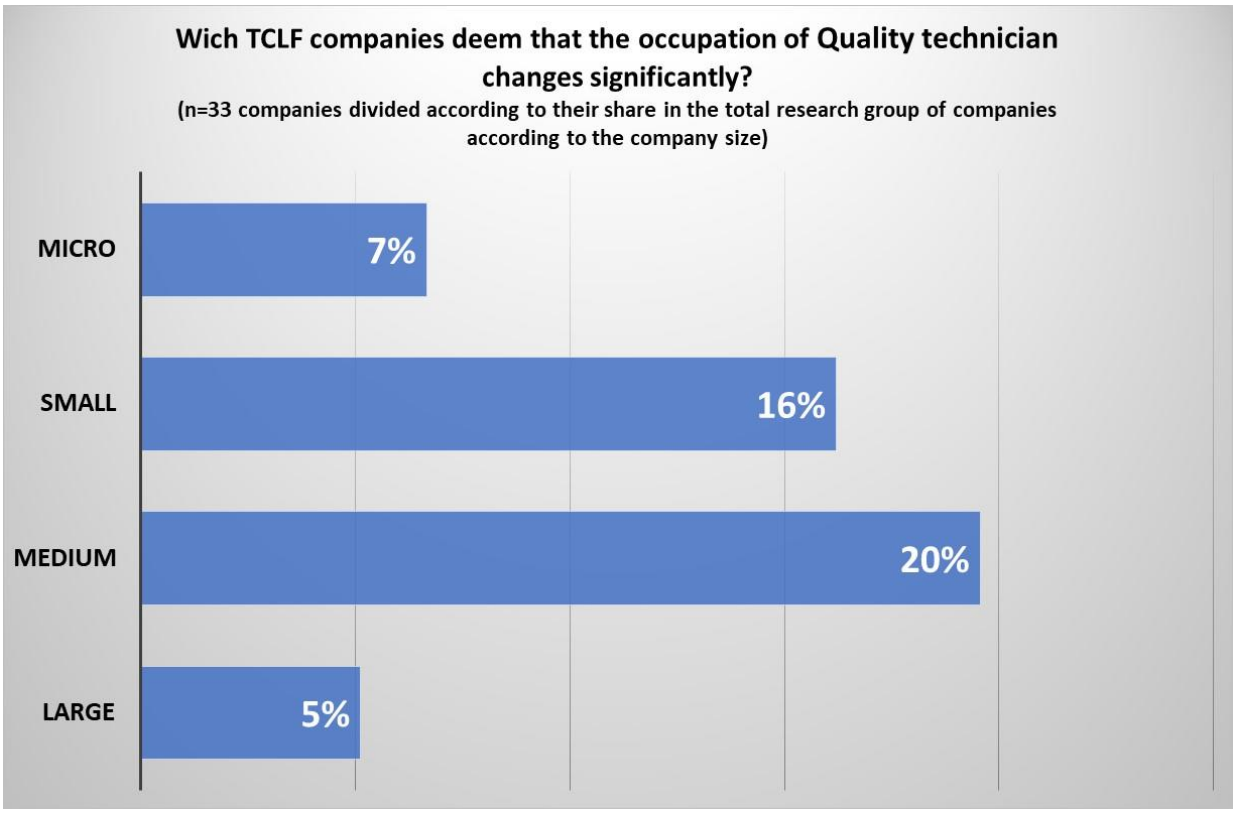
Quality technician - Change caliber





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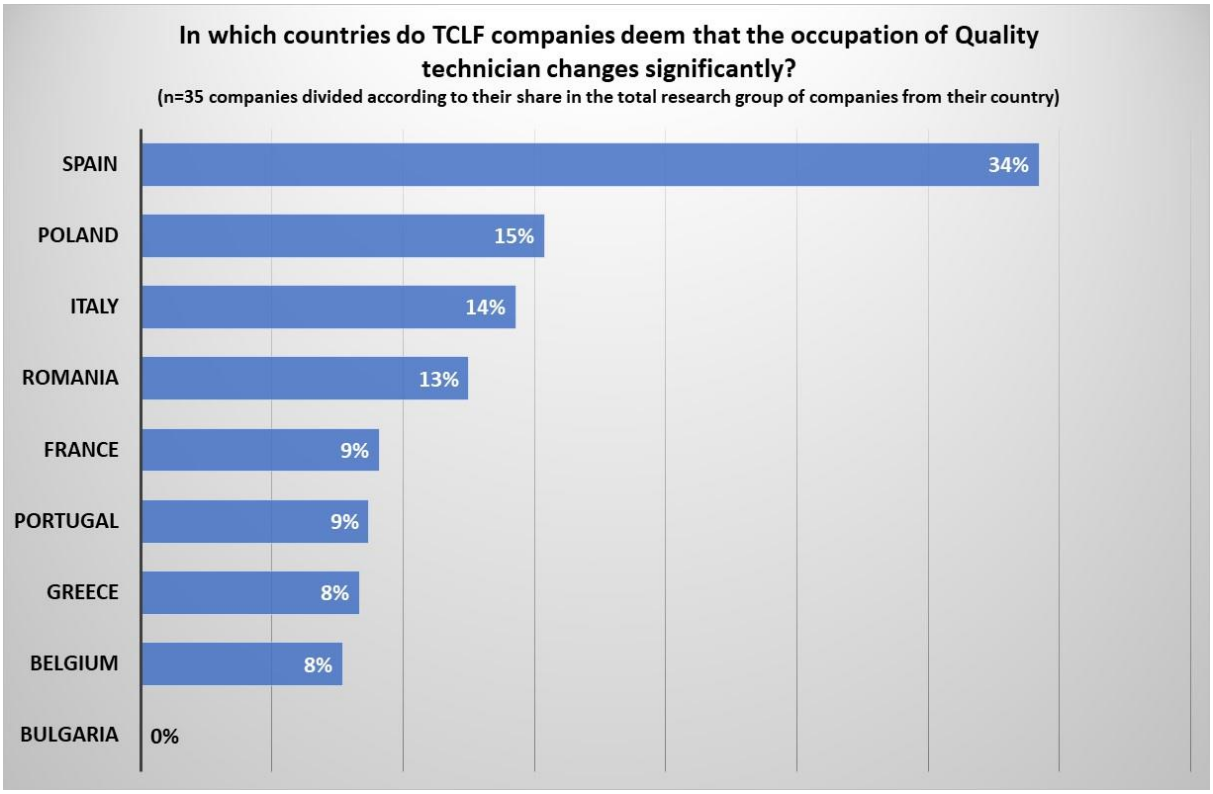
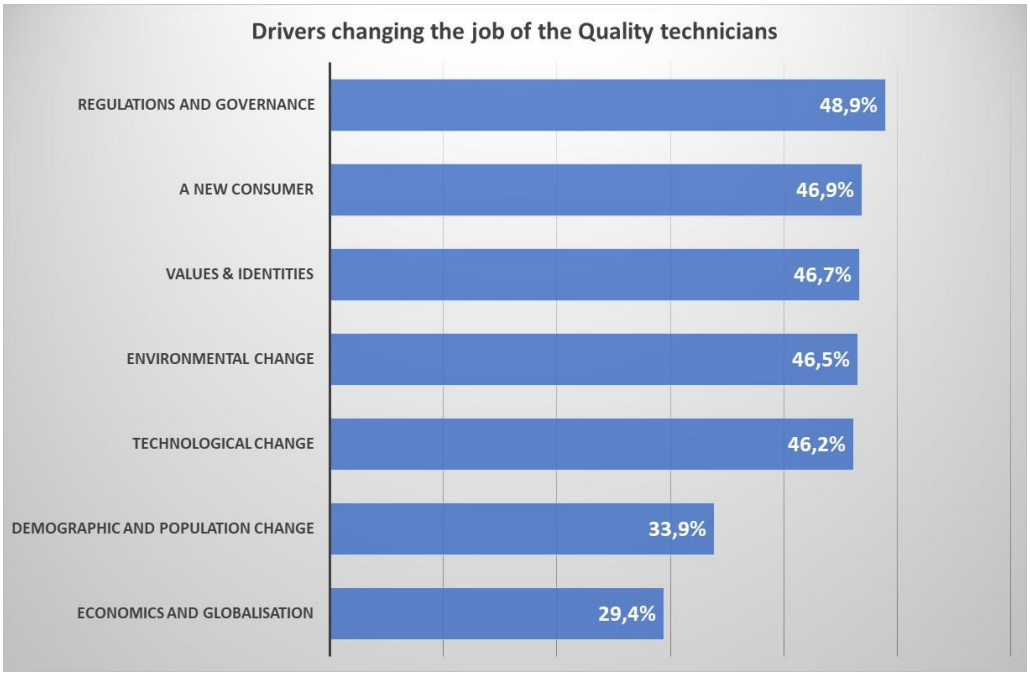


Quality technician - Drivers of change



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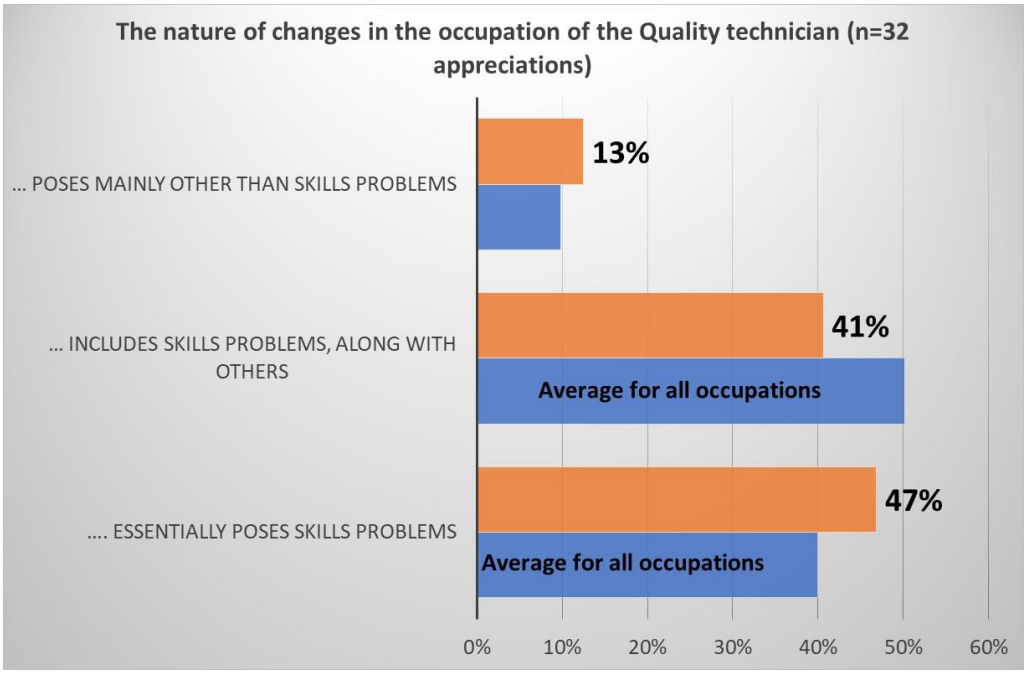
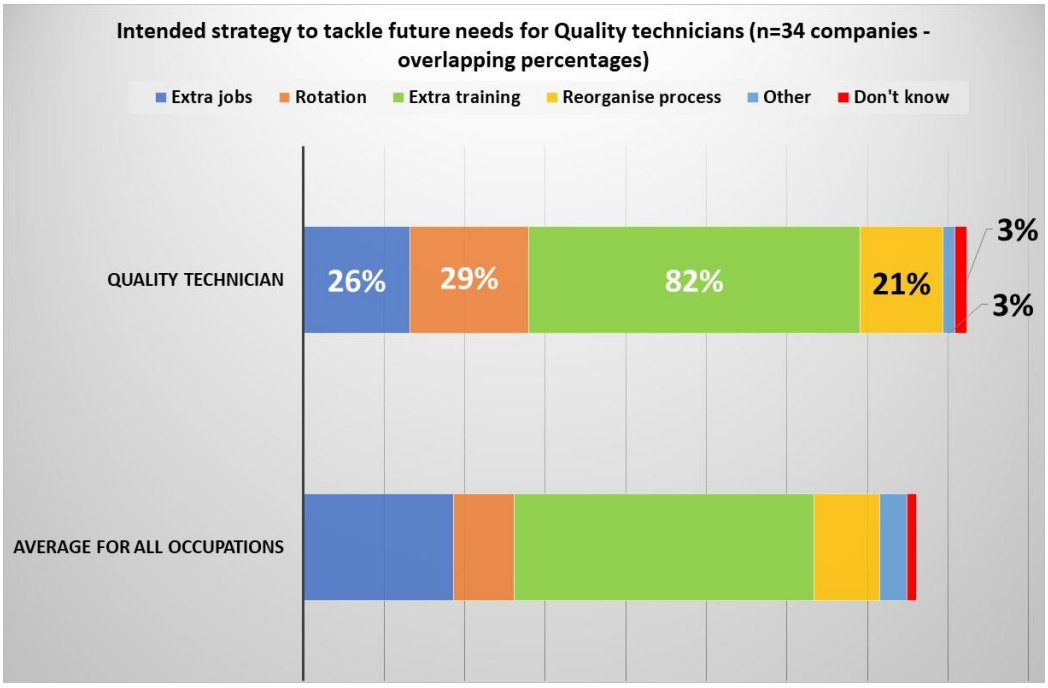
Quality technician - Nature of changes



Quality technician - Skills mismatch solution strategy



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Occupation: Textile finishing technician

Textile finishing technician – Definition

Textile finishing technician	ESCO – Finishing textile technician
This technician will have knowledge and skills in the field of chemical and mechanical finishing processes of textile materials and clothing garments, given the functional characteristics. The technician will have knowledge of the modification of surface textiles, knowledge in the area of maintenance, washing and treatment of clothing and textiles (e.g. curtains, carpets, furniture coverings). Has knowledge of tools for designing finishing processes, knowledge of modern chemical finishing (especially eco-friendly finishing), knowledge of the machine park and equipment in finishing.	Finishing textile technicians perform operations related to setting up finishing processes. The finishing processes are the final series of operations that improves the appearance and/or usefulness of textiles.

Textile finishing technician - Representation

	Numbers	Percentages of total research group
Number of companies employing Textile finishing technicians	54	24%
Number of dedicated Textile finishing technicians	186	0,4%

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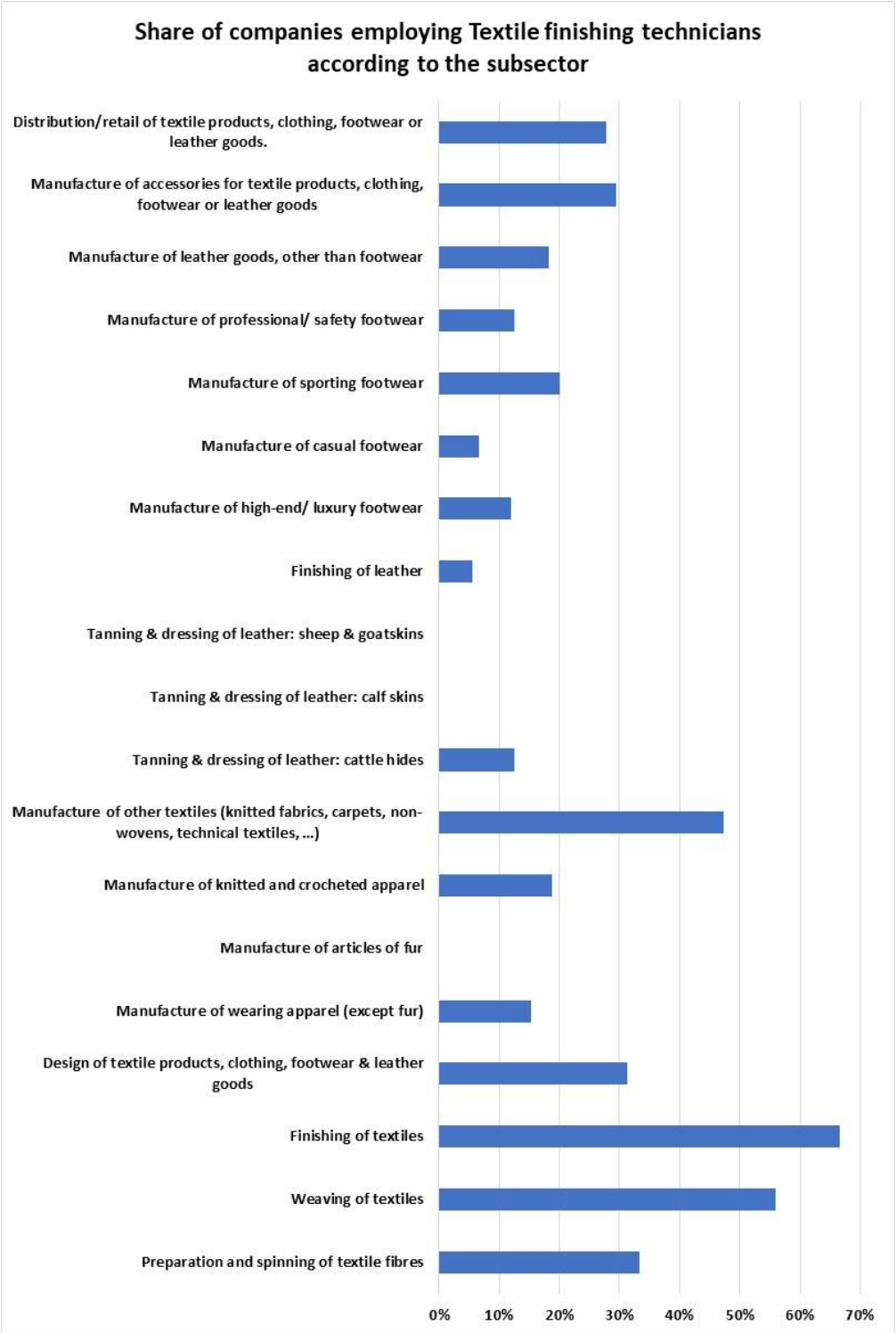

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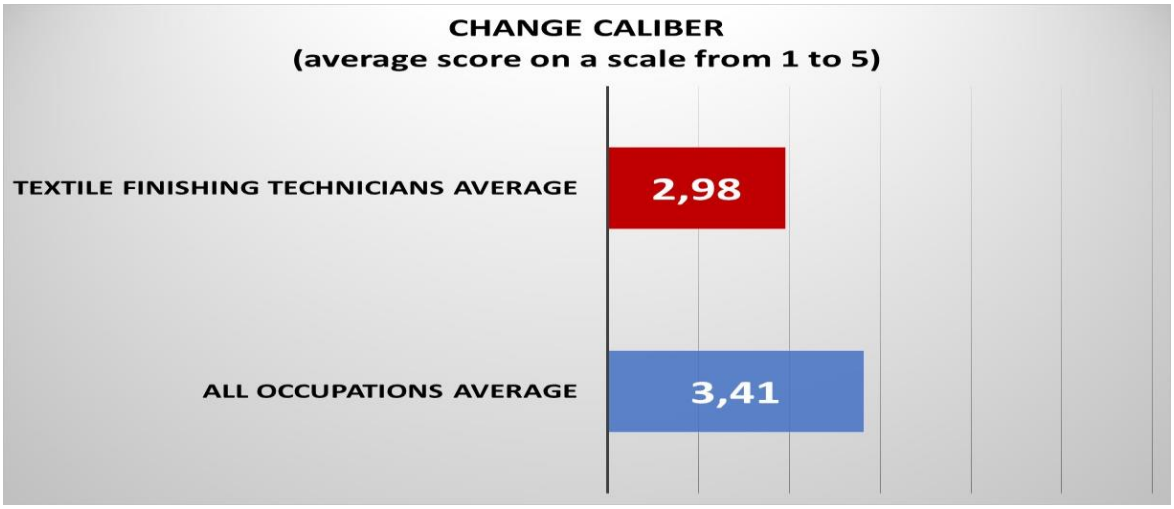
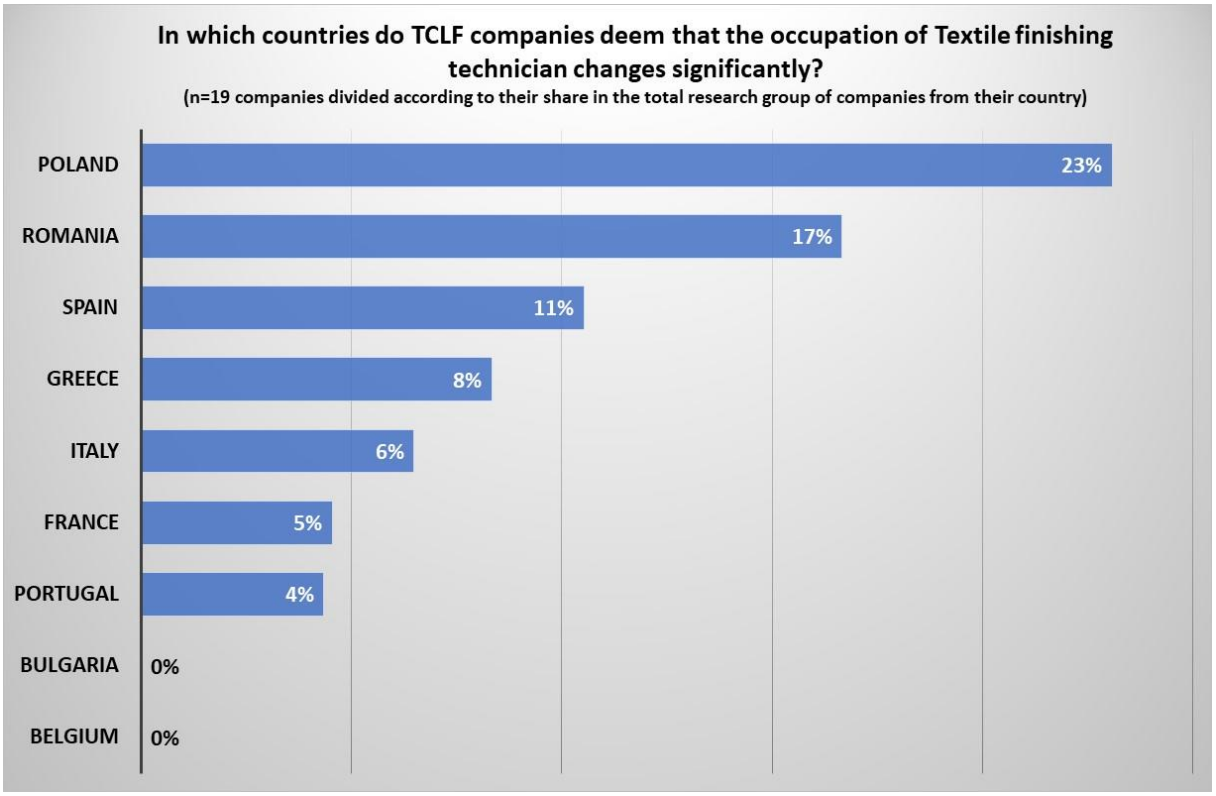
Textile finishing technician - Change caliber





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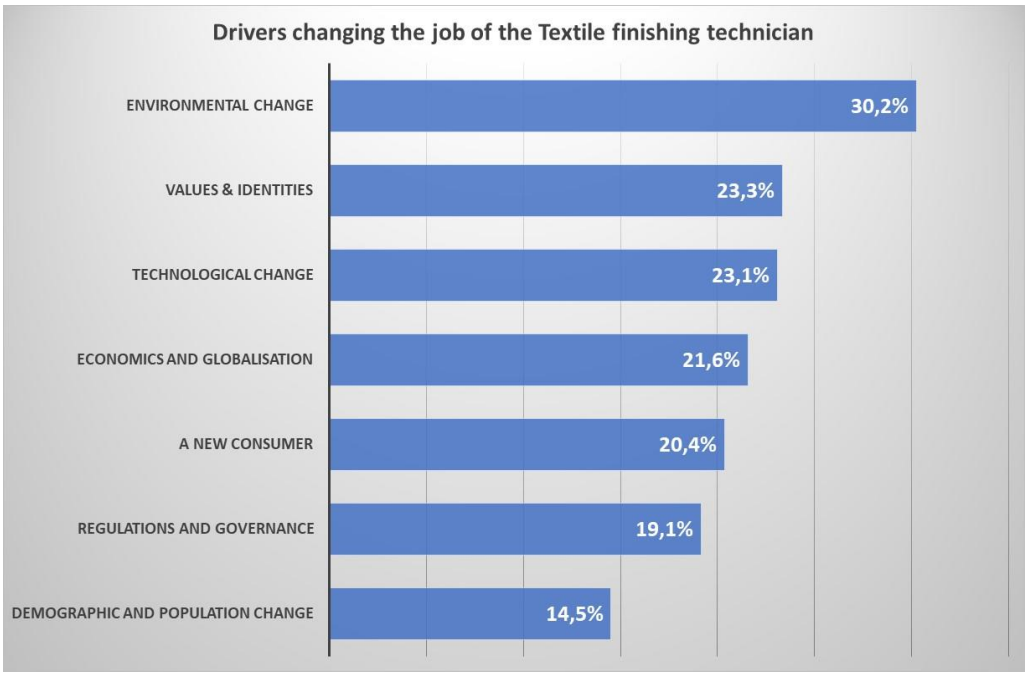
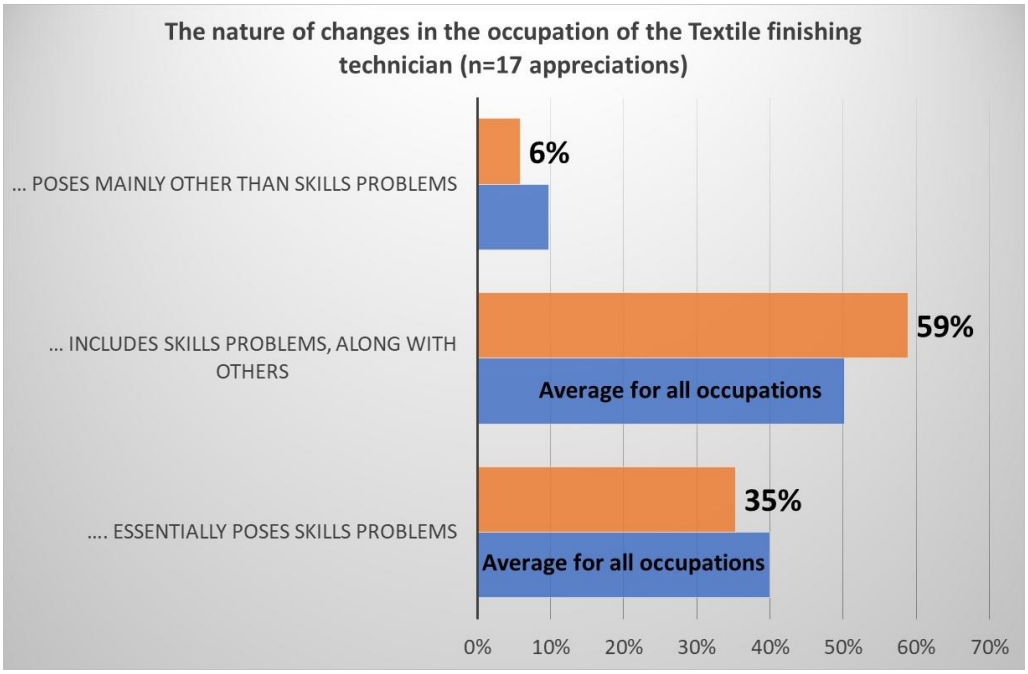
Textile finishing technician - Drivers of change



Textile finishing technician - Nature of changes



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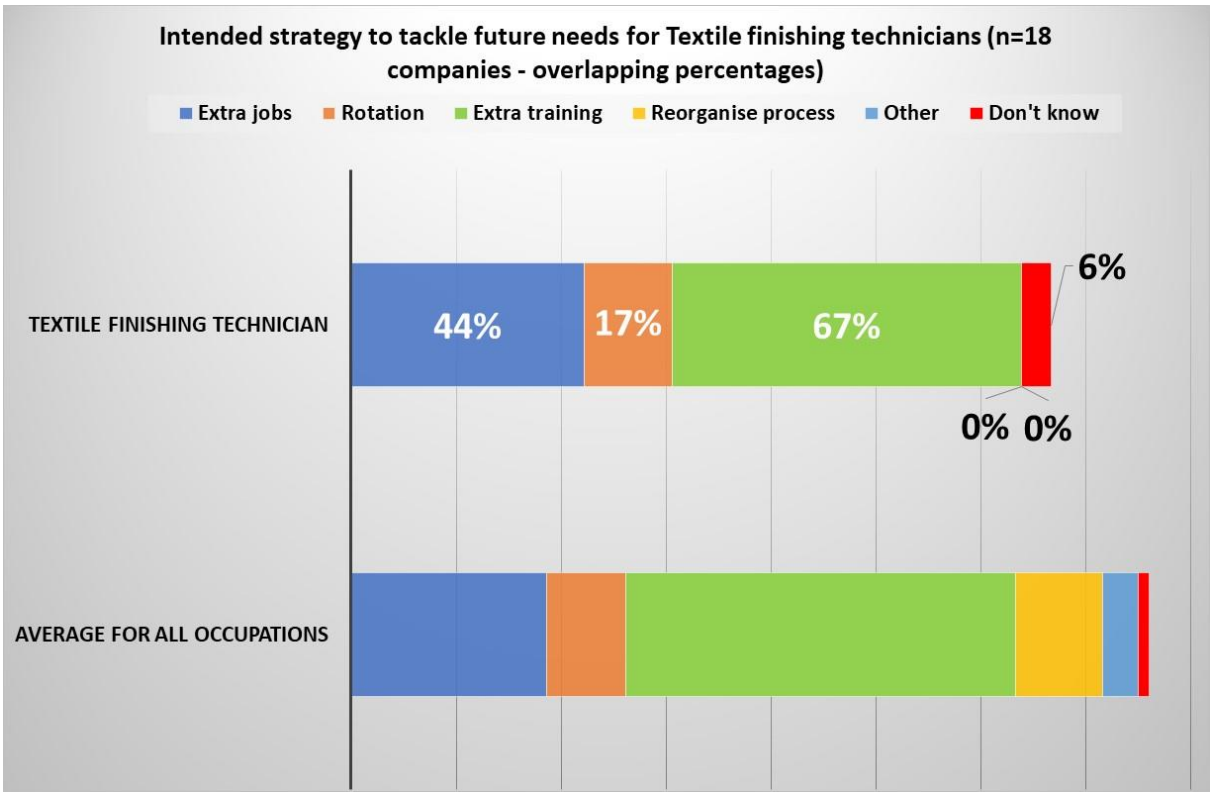
Textile finishing technician - Skills mismatch solution strategy



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Occupation: Leather finishing technician

Leather finishing technician – Definition

Leather finishing technician	Not in ESCO
The professional who researches and experiments innovative leather finishing techniques and acts as the interface between stylists, R&D and leather technologists. Digital skills are required for researching and operating new and experimental machines optimizing the value addition depending on the raw material used (leather type) and possible use of discarded products or by-products (e.g. leathersplits)	

Leather finishing technician - Representation

	Numbers	Percentages of total research group
Number of companies employing Leather finishing technicians	26	12%
Number of dedicated Leather finishing technicians	104	0,2%

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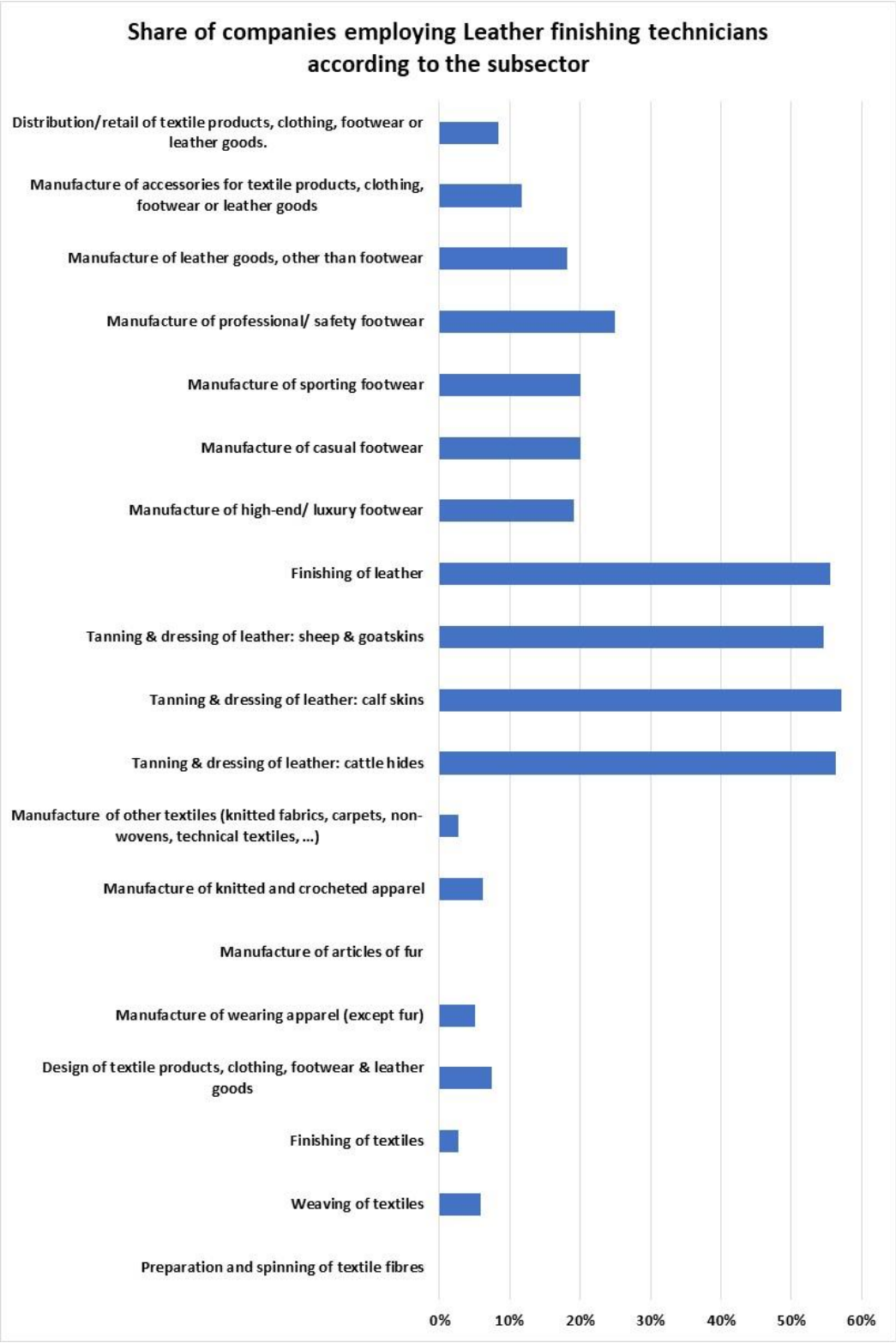

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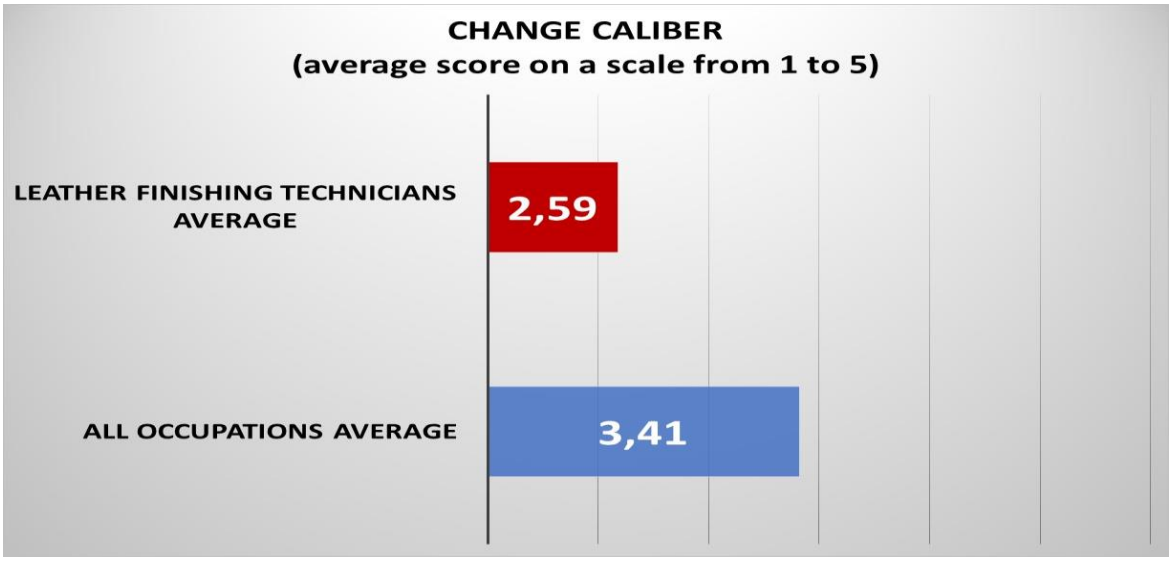
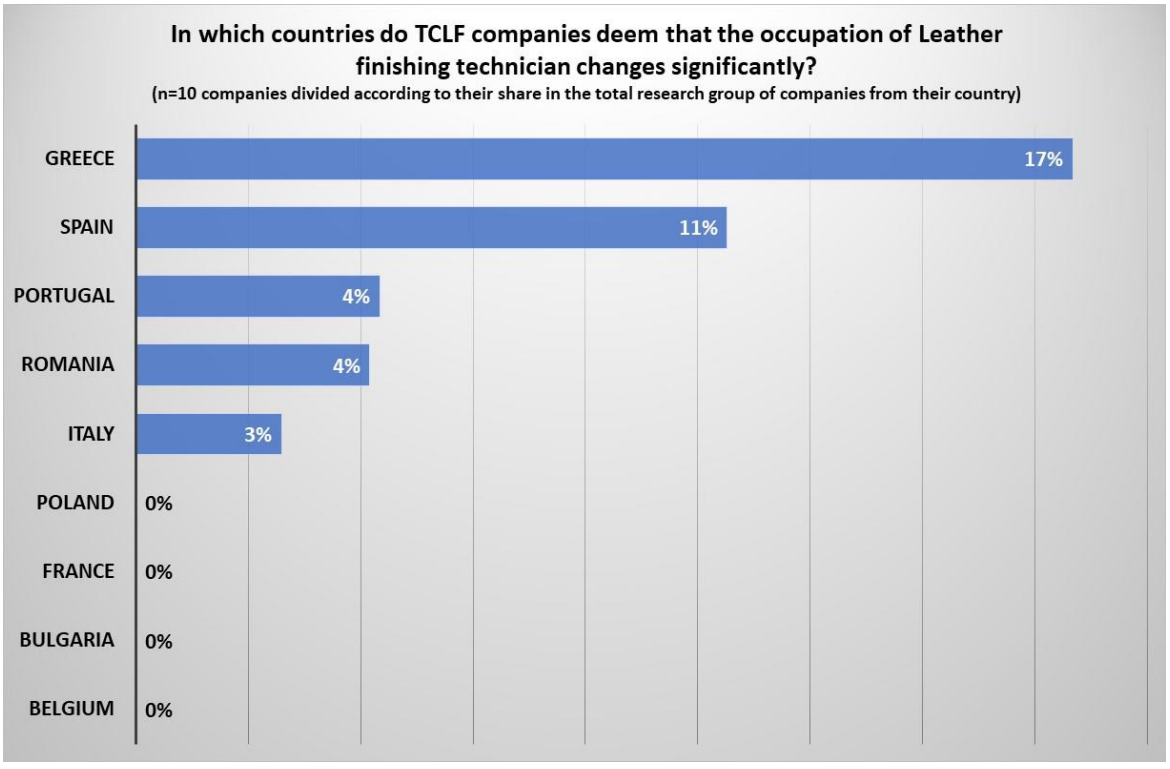
Leather finishing technician - Change caliber





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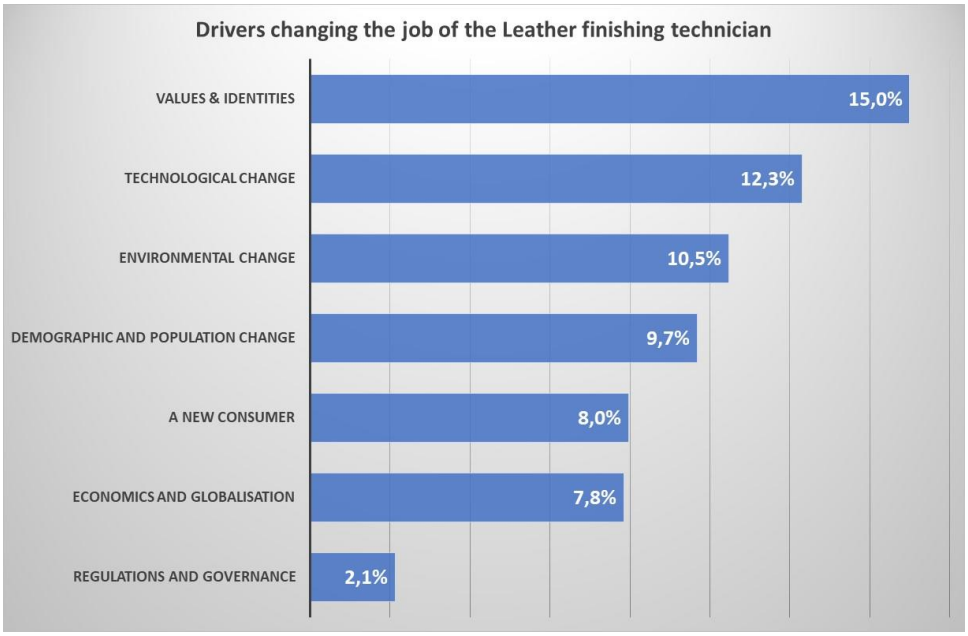
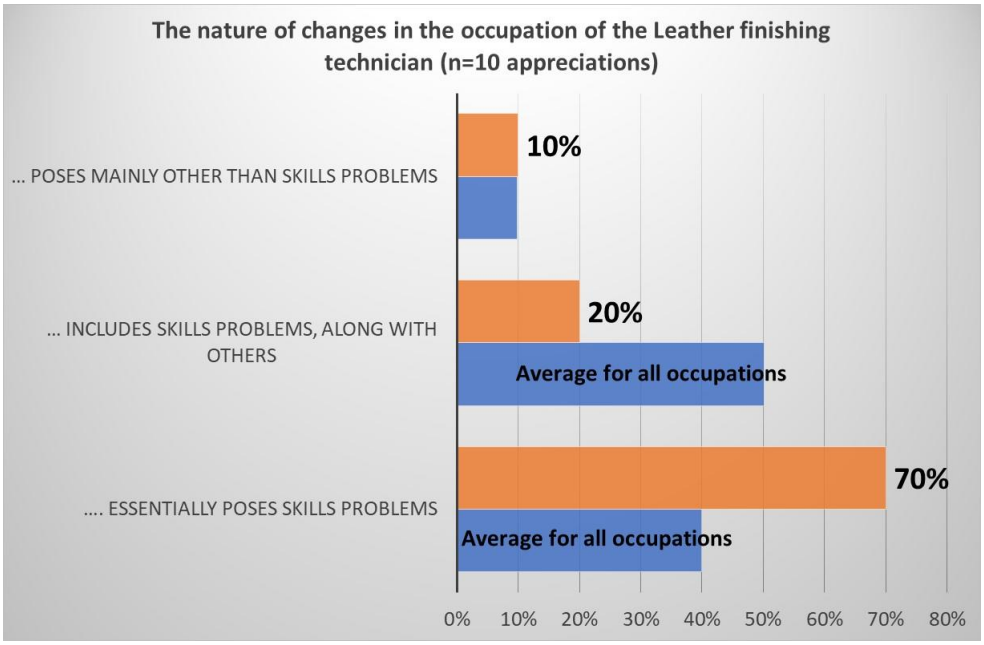
Leather finishing technician - Drivers of change



Leather finishing technician - Nature of changes



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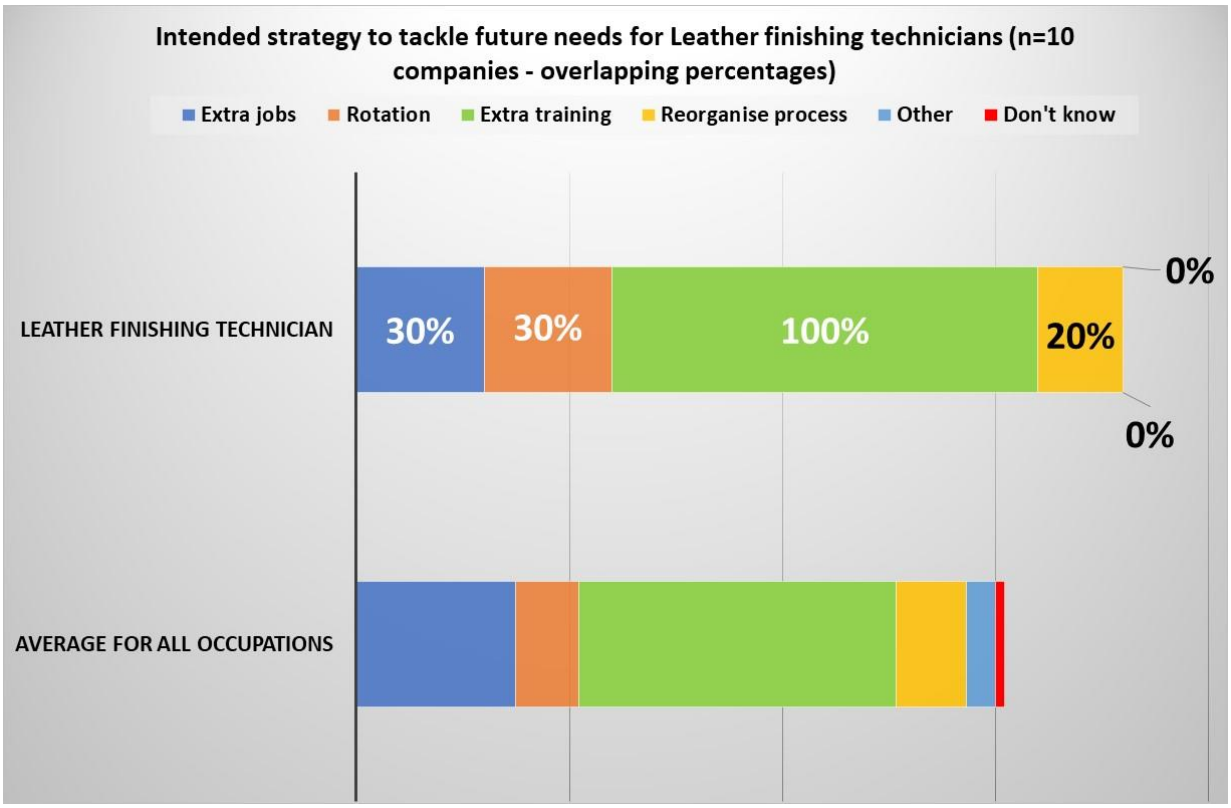
Leather finishing technician - Skills mismatch solution strategy



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Occupation: Supply chain (data) manager, product (lifecycle) manager

Supply chain manager, product manager – Definition

(2) Supply chain (data) manager, product (lifecycle) manager	ESCO – Supply chain manager ESCO – Product Manager
The supply chain (data) manager is able to gather, elaborate, use and share data on quality and sustainability with different actors of the supply chain digital, such as: Product performance, product design traceability, chemical safety, animal welfare, environmental performance, life cycle assessment, social indicators , sales …. **The product (lifecycle) manager** is responsible for influencing, measuring and reporting the entire process of Product Lifecycle Management(PLM) in order to increase the performance of the company by interconnecting all the engineering systems that the company operates with, from collecting the customer requirements to be transformed into design specification for Product and Portfolio Management (PPM), to Manufacturing Process Management (MPM)and Product Data Management (PDM). Nowadays, the new computer-based technology paradigms, as well the digital networks and infrastructures become significant components of the product development and lifecycle management process in order to better respond to consumer trends, to be more efficient in design and production, to apply the principles of ethical sourcing and social responsibilities and to monitor the compliance and sustainability requirements. Therefore, due with the business complexity and requirements for agile manufacturing, this professional should demonstrate competencies to integrate, to access and to operate with tools used within a complete PLM solution-set that may include:- operating system and platforms that incorporate social technology, - software applications for product and portfolio management, product development, supply chain management- digital technologies, such as social technologies to capture the customer's voice, mobile technology to manipulate, multiply and interpret PLM-related information.	**Supply chain managers** plan, manage and coordinate all activities related to the sourcing and procurement of supplies needed to run manufacturing operations from the acquisition of raw materials to the distribution of finished products. The supplies can be raw materials or finished products, and it can be for internal or external use. Moreover, they plan and commission all the activities needed to be performed in manufacturing plants and adjust operations to changing levels of demand for a company's products. **Product development managers** are responsible for managing the lifecycle of a product. They research and develop new products in addition to managing existing ones through market research and strategic planning. Product managers perform marketing and planning activities to increase profits.

Supply chain manager, product manager - Representation

	Numbers	Percentages of total research group
Number of companies employing Supply chain manager, product managers	95	42%
Number of dedicated Supply chain manager, product managers	220	0,5%

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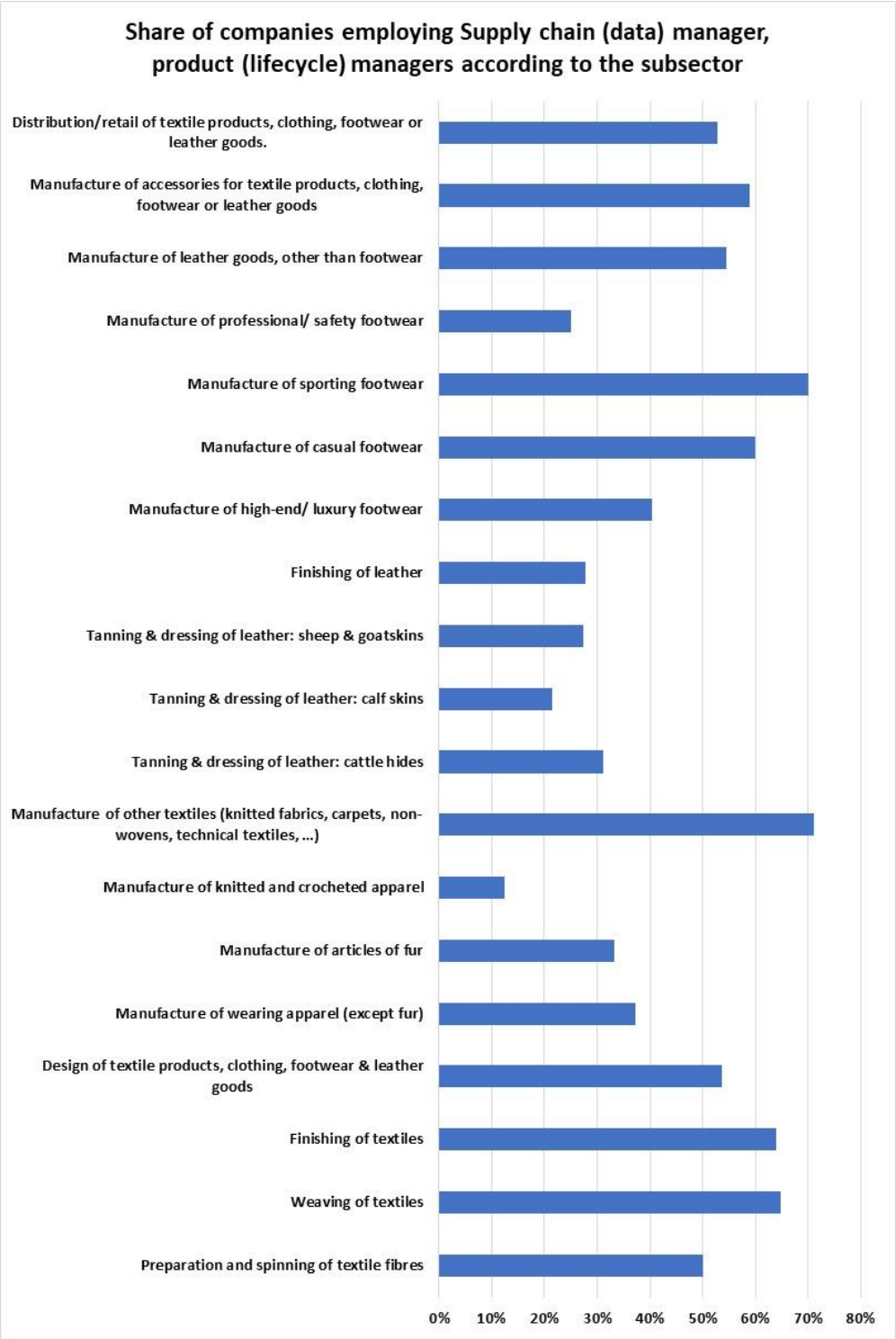

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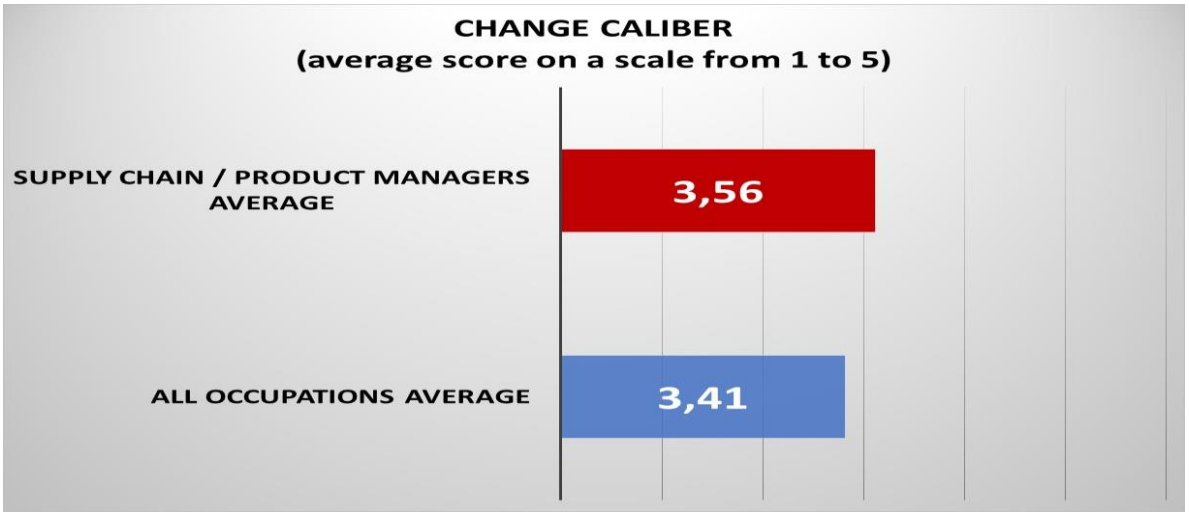
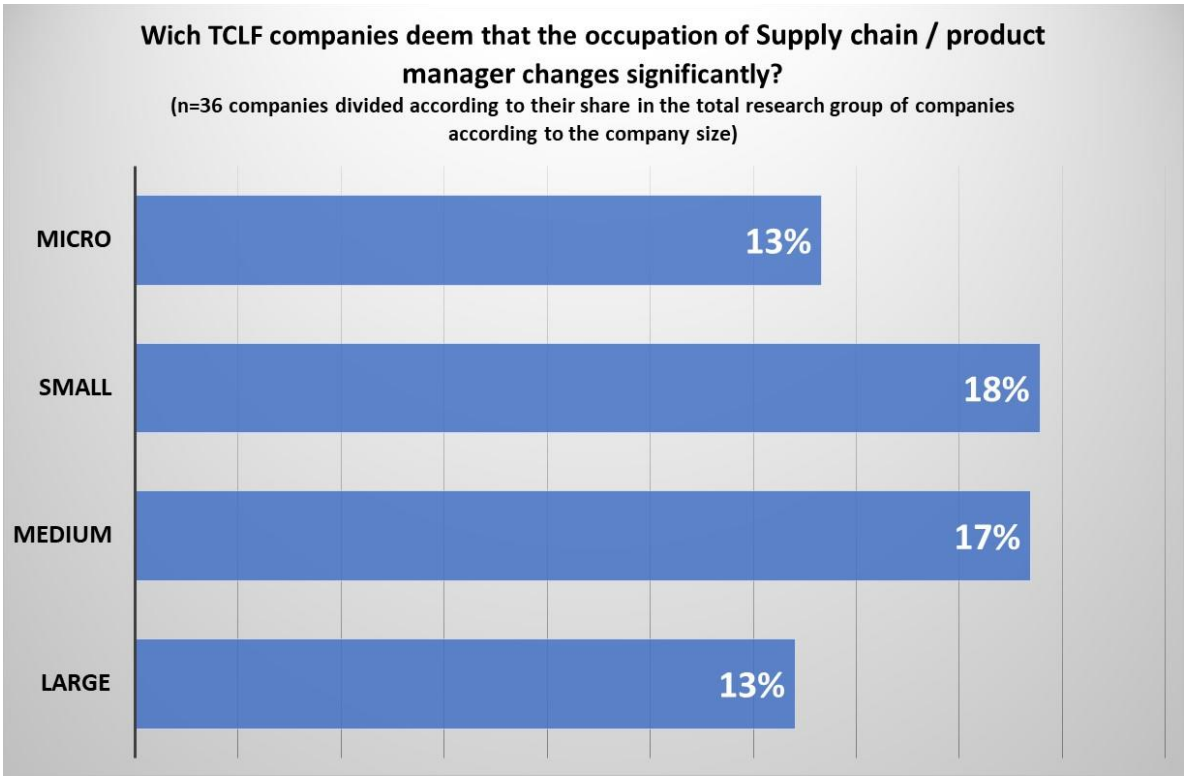
Supply chain manager, product manager - Change caliber





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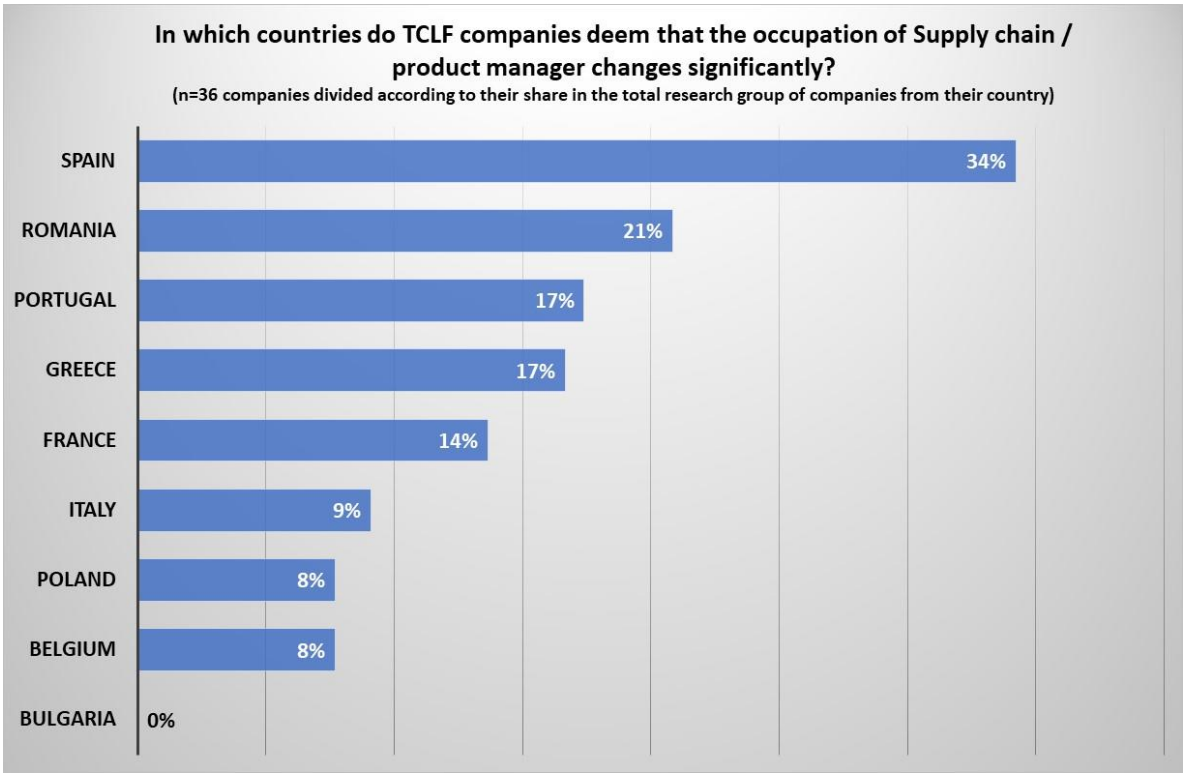
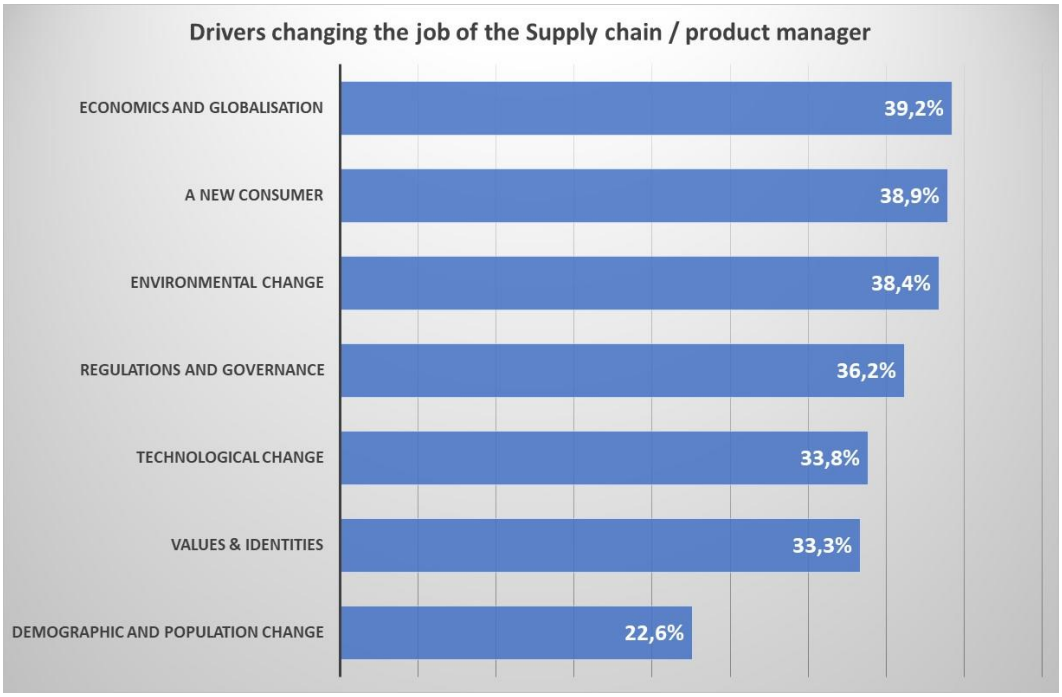


Supply chain manager, product manager - Drivers of change



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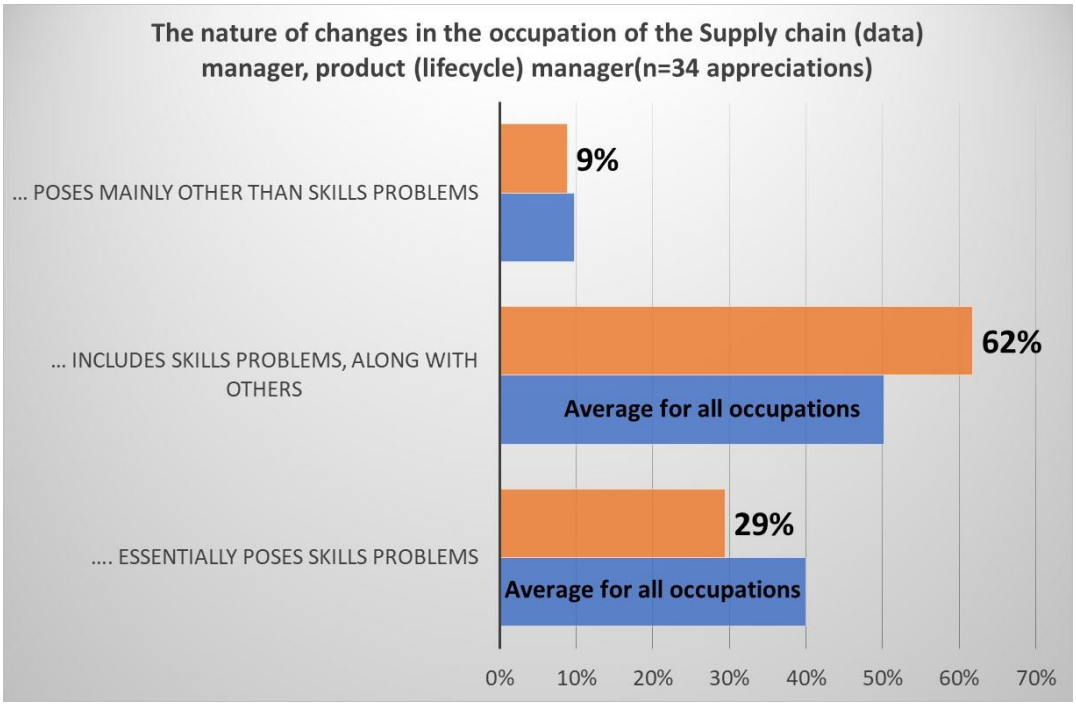
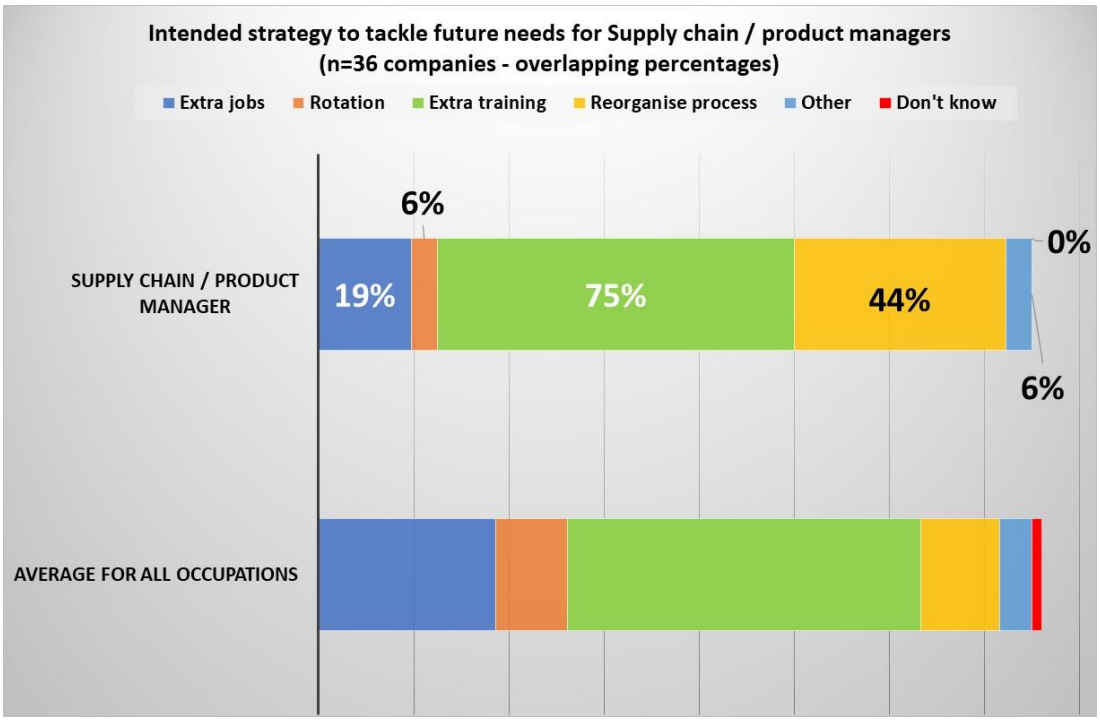
Supply chain manager, product manager - Nature of changes



Supply chain manager, product manager - Skills mismatch solution strategy



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Occupation: Process and production timeline analyst

Process and production timeline analyst – Definition

Process and production timeline analyst	Not in ESCO
The analyst is responsible for gathering, elaborating, storing, using and sharing (with colleagues), digital process data in reference to compliance to customers' requirements, process performance, incl. technical sheets and production instructions, duration, energy efficiency, as well as production and machinery maintenance characterization factors.	

Process and production timeline analyst - Representation

	Numbers	Percentages of total research group
Number of companies employing Process and production timeline analysts	85	38%
Number of dedicated Process and production timeline analysts	198	0,4%

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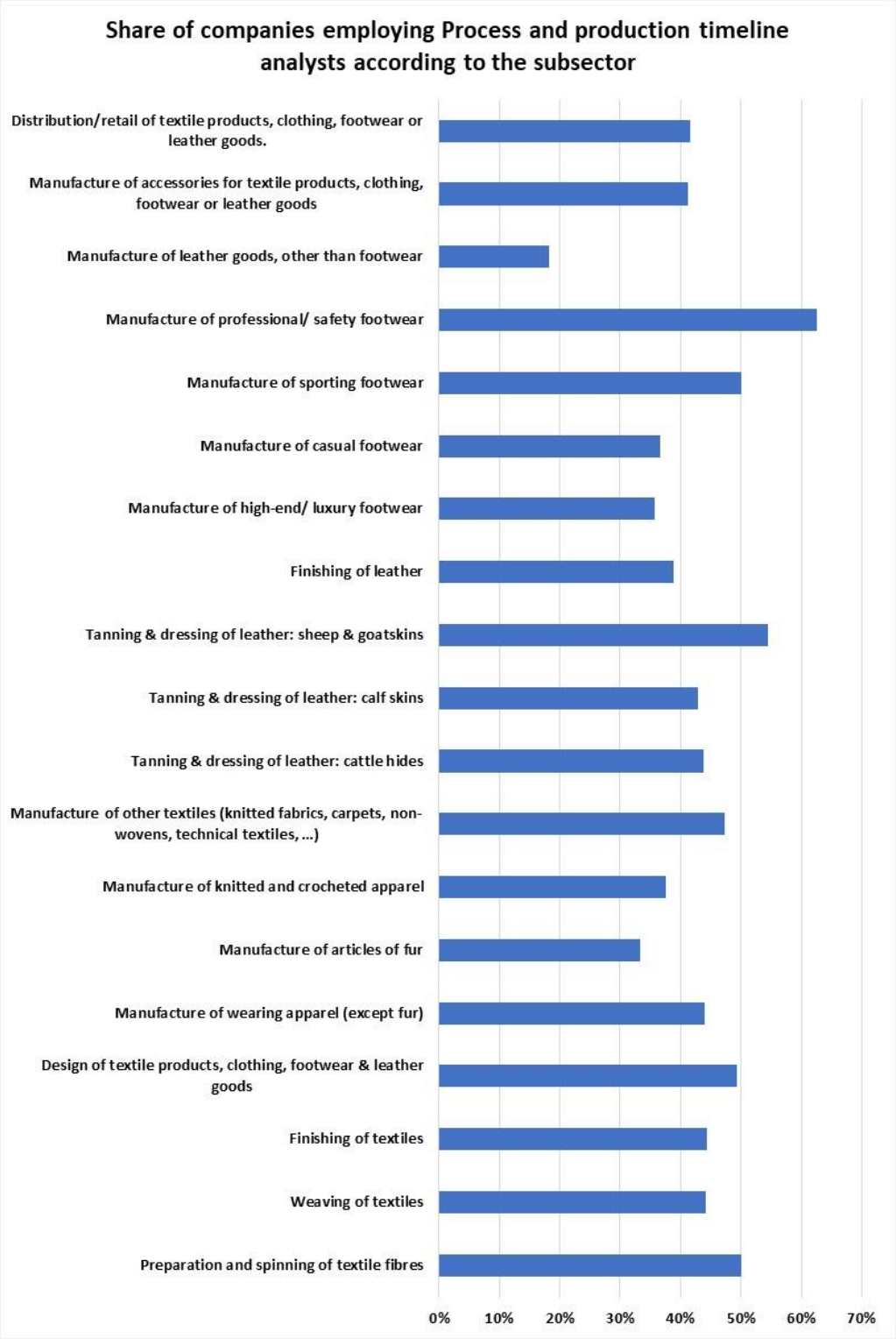

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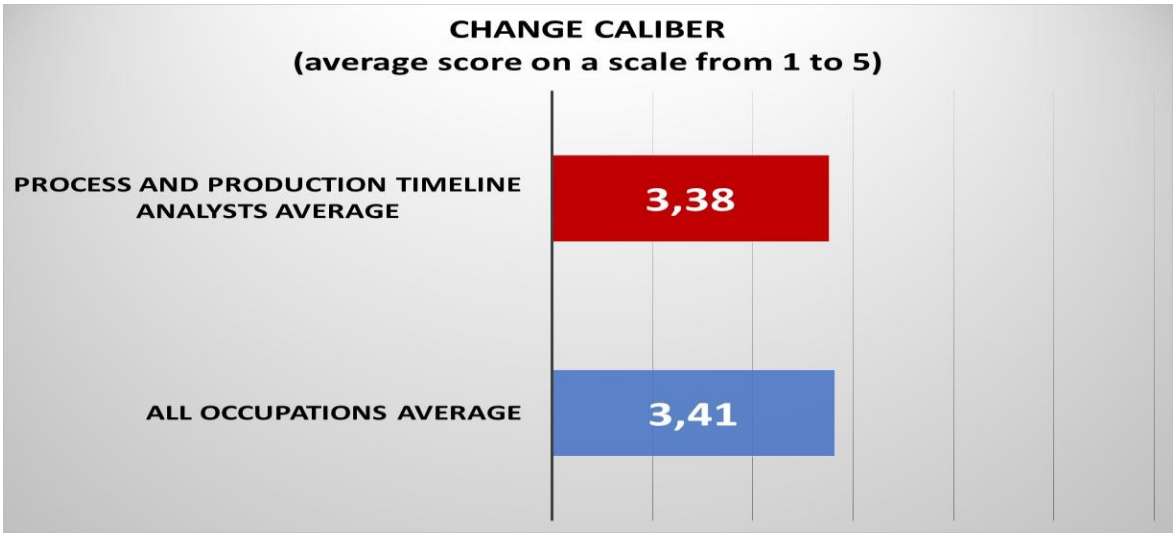
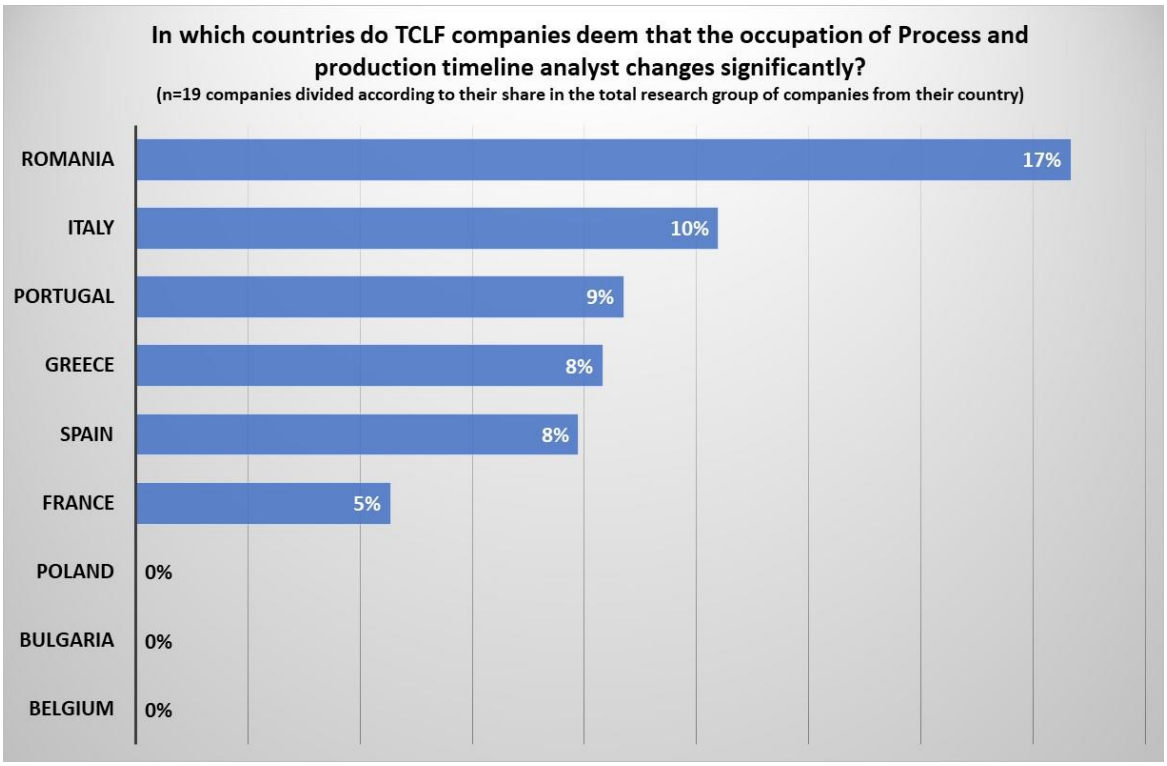
Process and production timeline analyst - Change caliber





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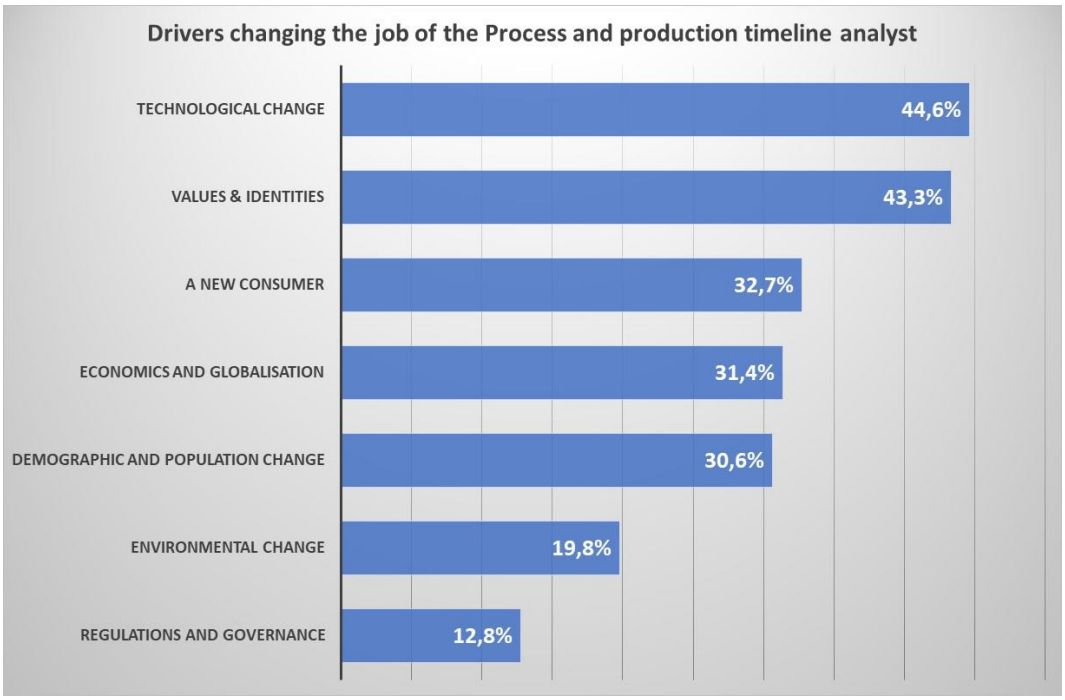
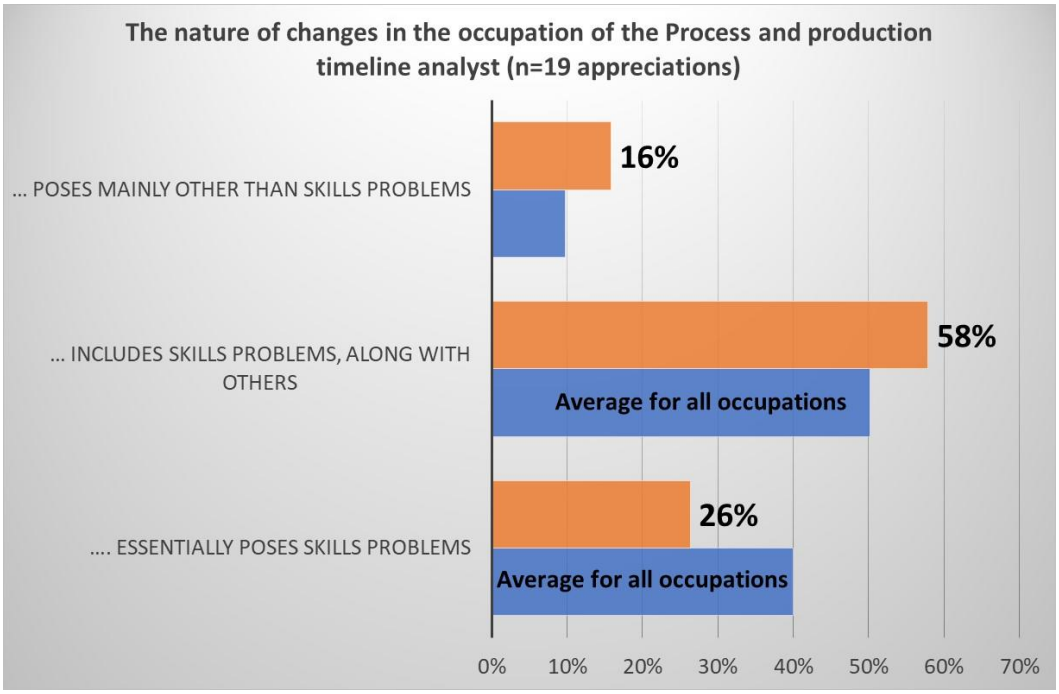
Process and production timeline analyst - Drivers of change



Process and production timeline analyst - Nature of changes



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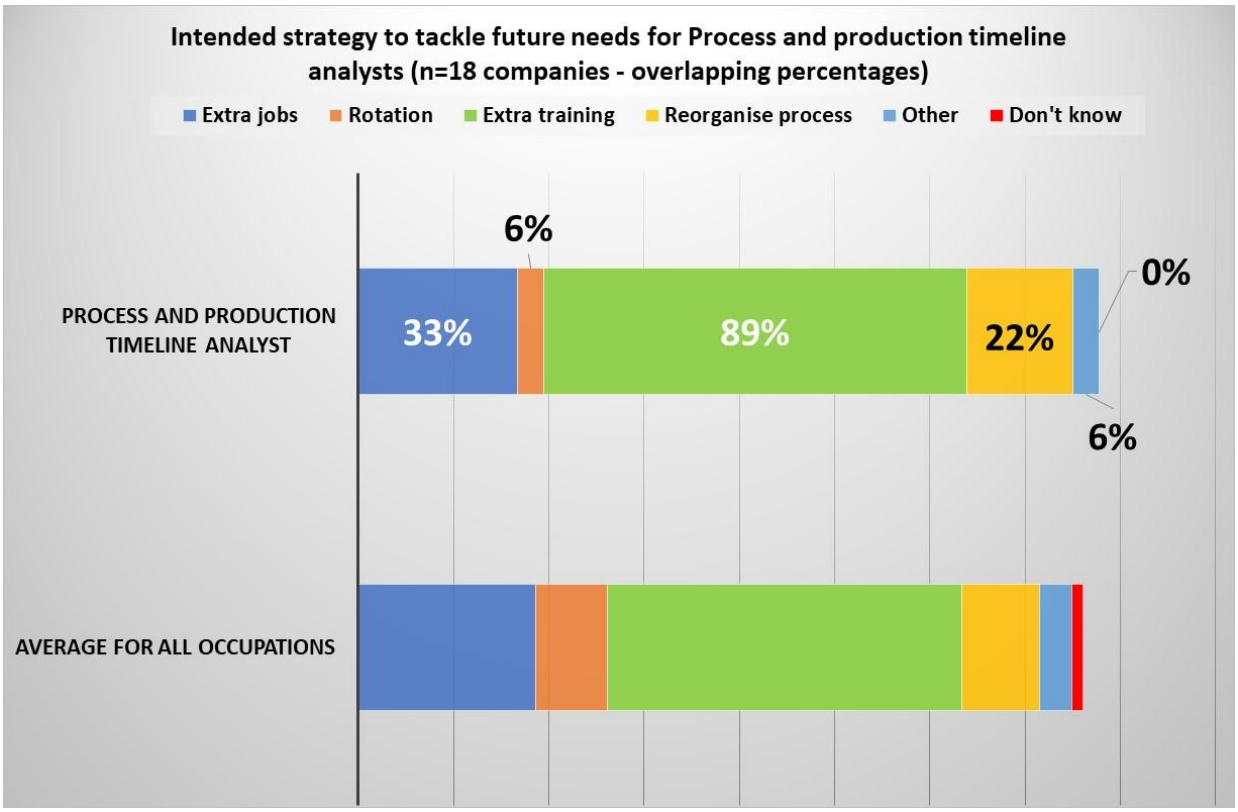
Process and production timeline analyst - Skills mismatch solution strategy



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Occupation: Sustainability expert (including CSR and circular economy issues)

Sustainability expert – Definition

Sustainability expert (including CSR and circular economy issues)	ESCO – Environmental expert ESCO – CSR Manager
See ESCO	**Environmental experts** search for technological solutions to tackle environmental problems. They detect and analyse environmental issues and develop new technological production processes to counter these problematic issues. They research the effect of their technological innovations and present their findings in scientific reports. **Corporate social responsibility managers** monitor the practices of organisations and companies with regard to ethics and impact on the larger community. They advise on social responsibility and sustainability matters depending on the company's needs. Corporate social responsibility managers promote actions that are environmentally conscious, philanthropic or related to human rights.

Sustainability expert - Representation

	Numbers	Percentages of total research group
Number of companies employing Sustainability experts	68	30%
Number of dedicated Sustainability experts	124	0,3%

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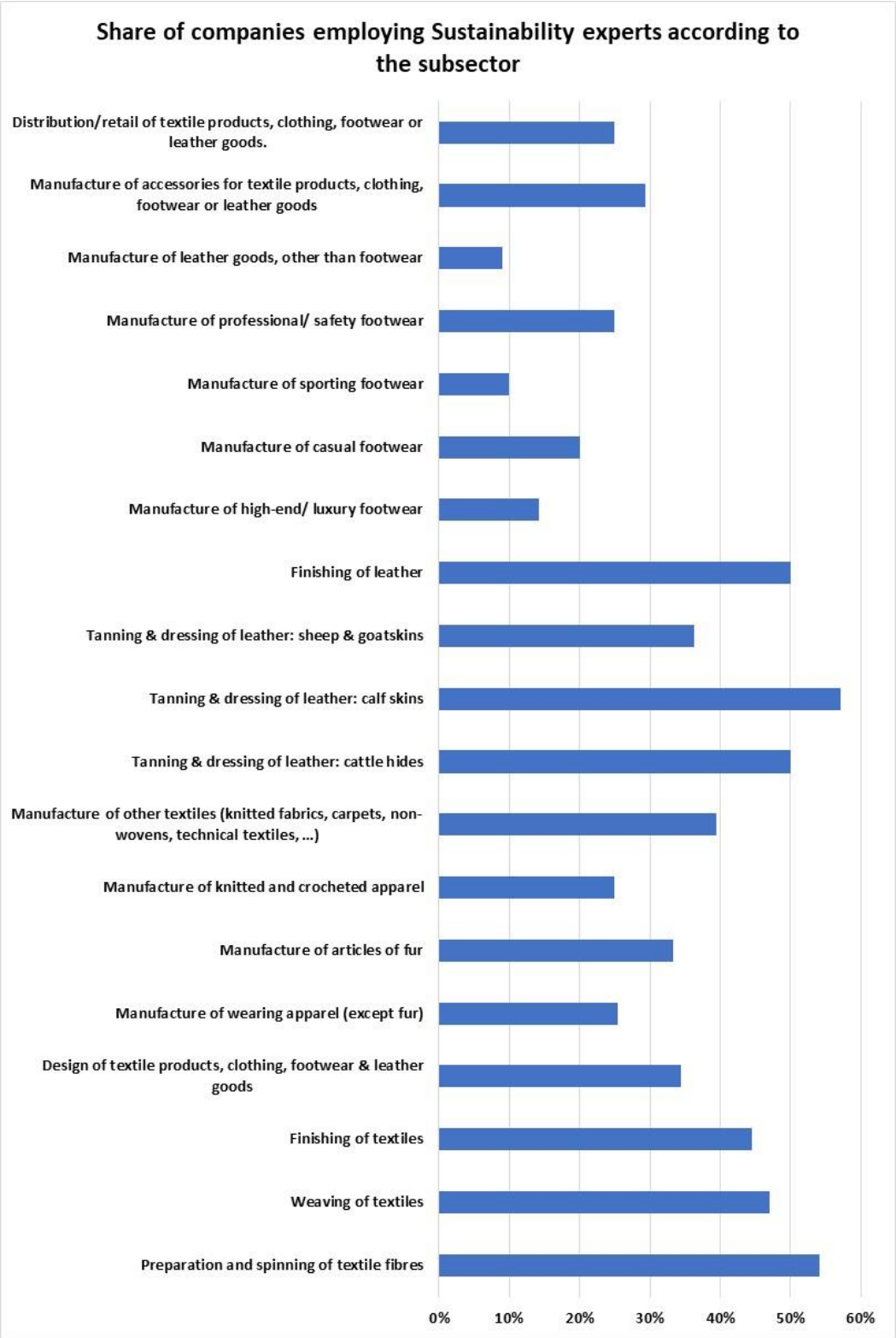

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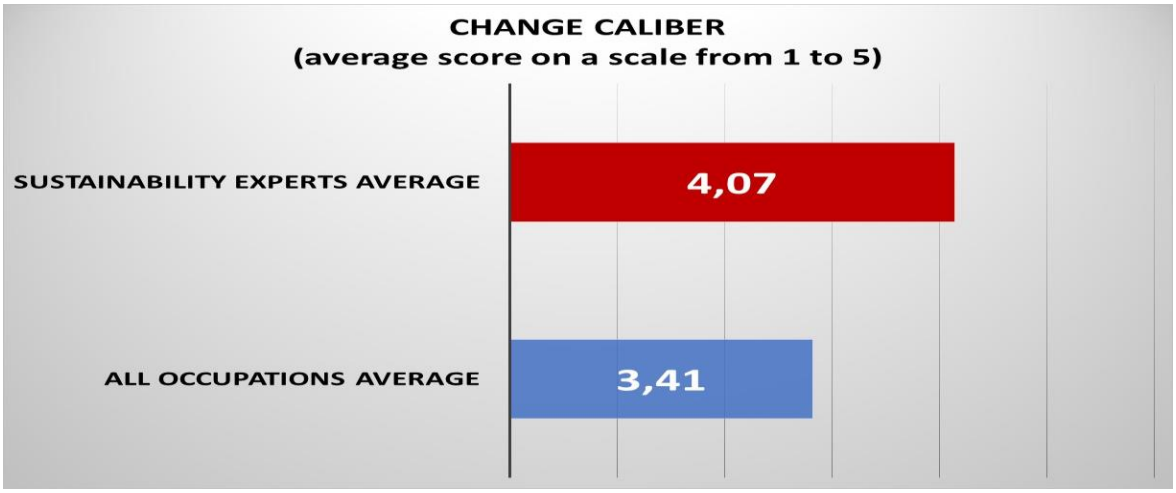
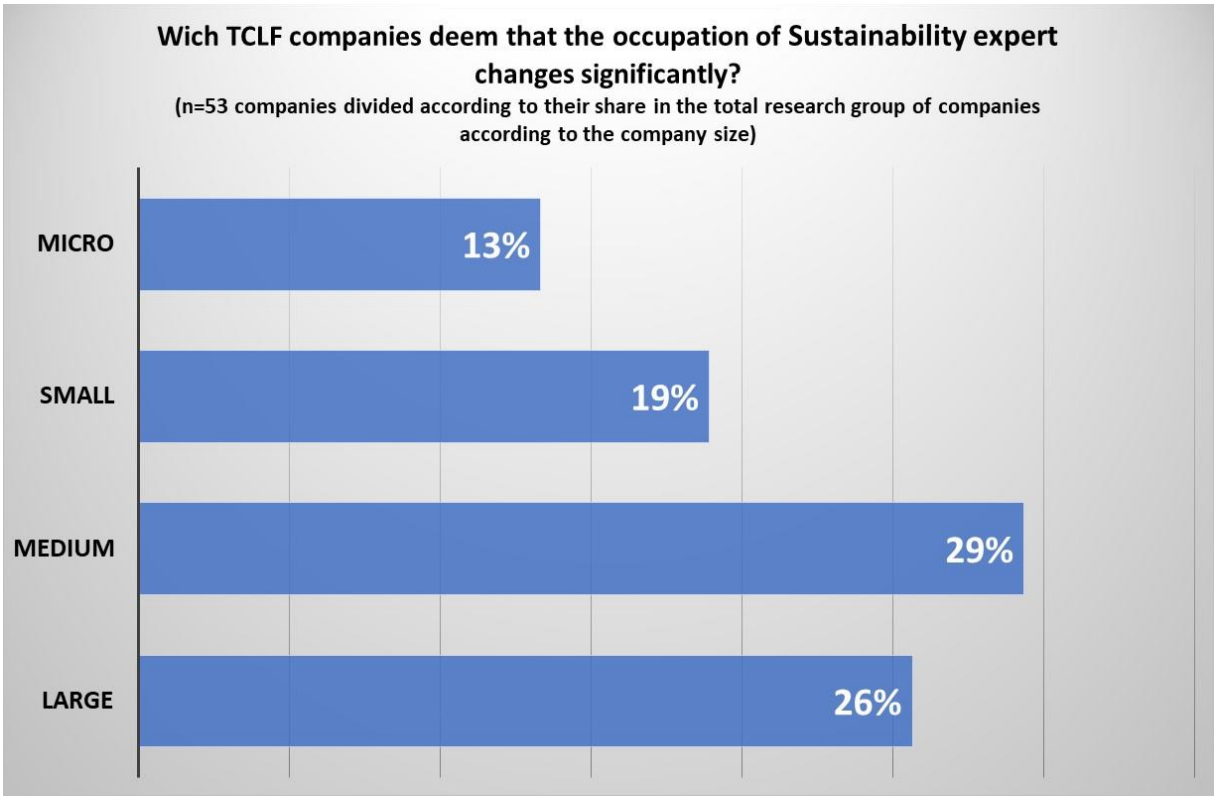
Sustainability expert - Change caliber





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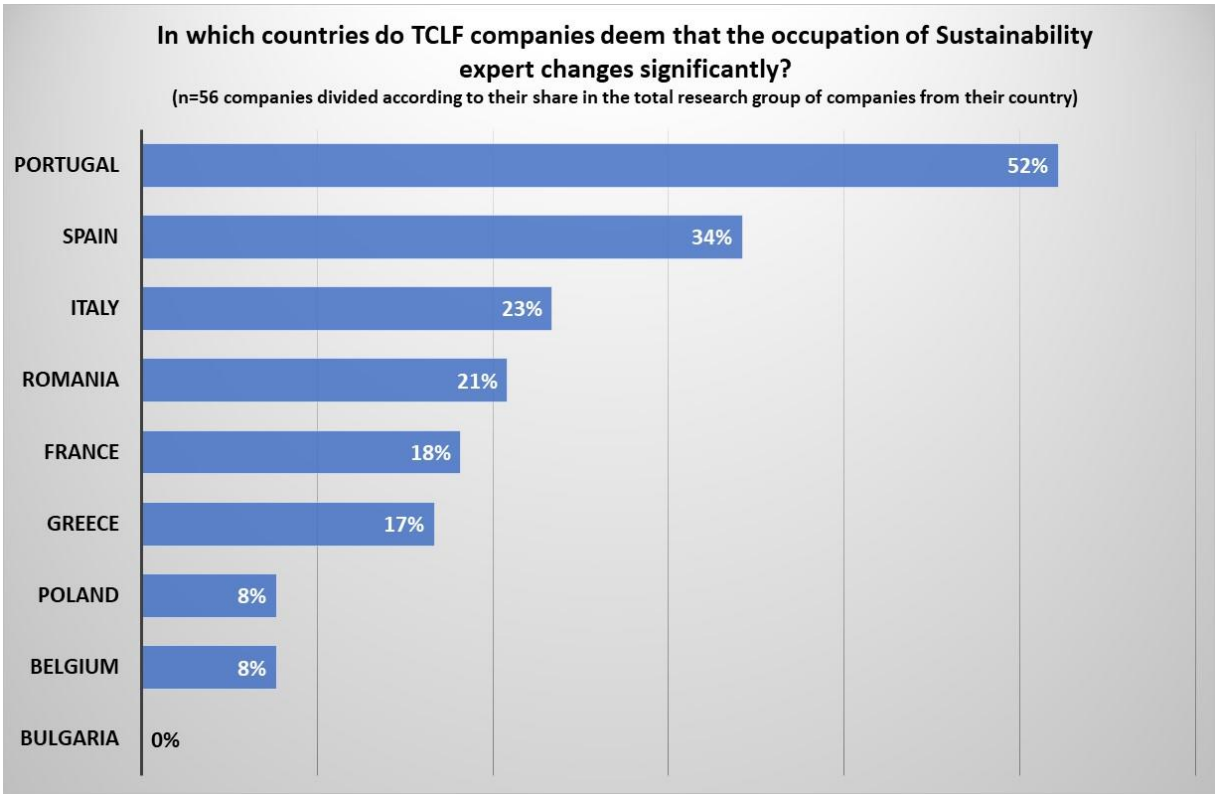
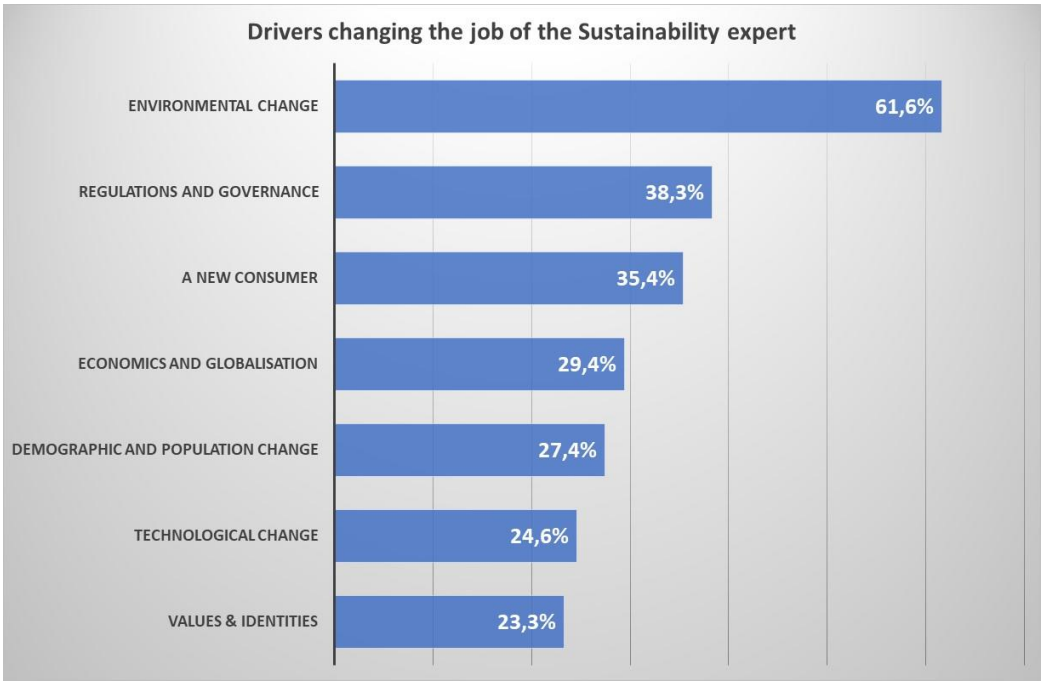


Sustainability expert - Drivers of change



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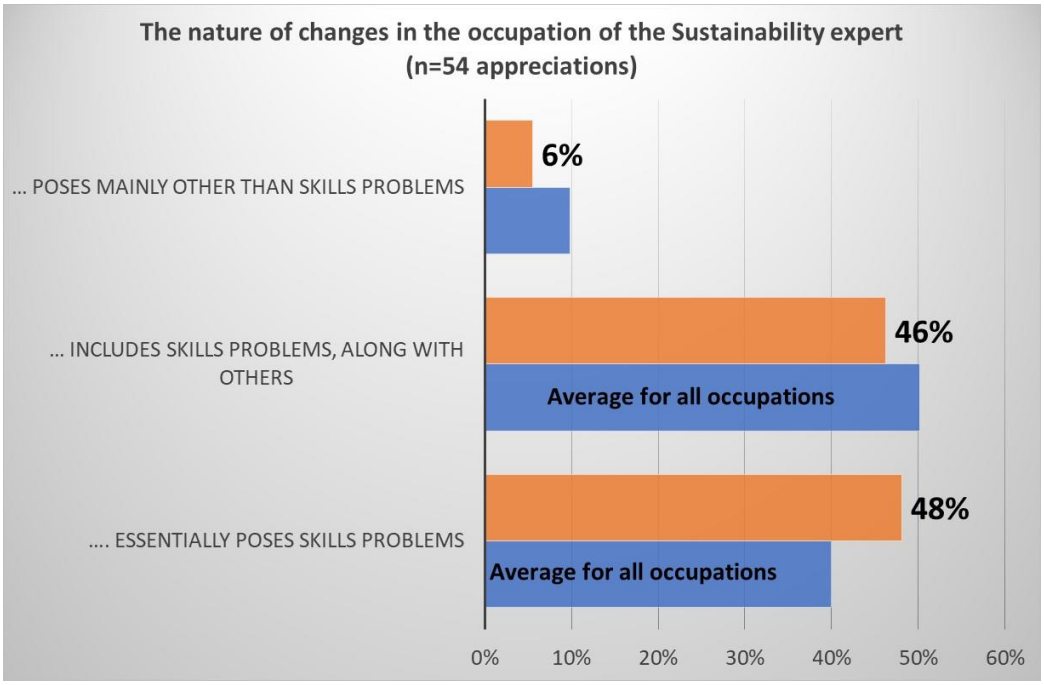
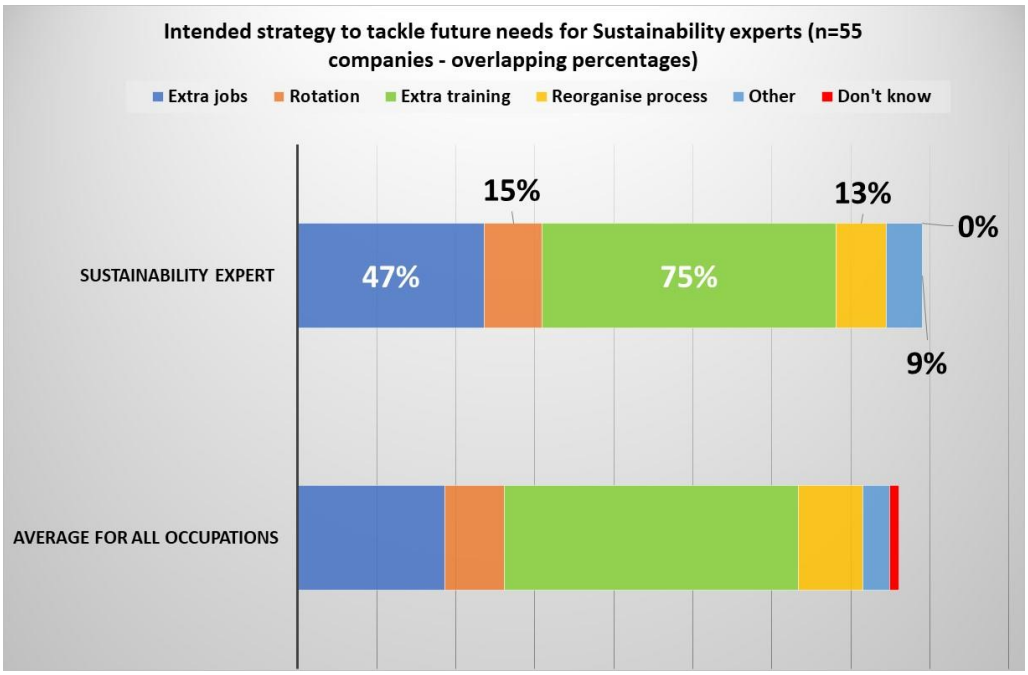
Sustainability expert - Nature of changes



Sustainability expert - Skills mismatch solution strategy



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Occupation: Import Export Specialist

Import Export Specialist – Definition

Import Export Specialist	ESCO – Import Export Specialist
See ESCO	Import export specialists have and apply deep knowledge of import and export goods including customs clearance and documentation. They declare goods that cross the border, inform customers about customs and give advice concerning disputes related to customs legislation. They prepare the documents needed and make sure they are delivered to customs. They check and process duty and make sure VAT payments are done as applicable.

Import Export Specialist - Representation

	Numbers	Percentages of total research group
Number of companies employing Import Export Specialist s	99	44%
Number of dedicated Import Export Specialist s	235	0,5%

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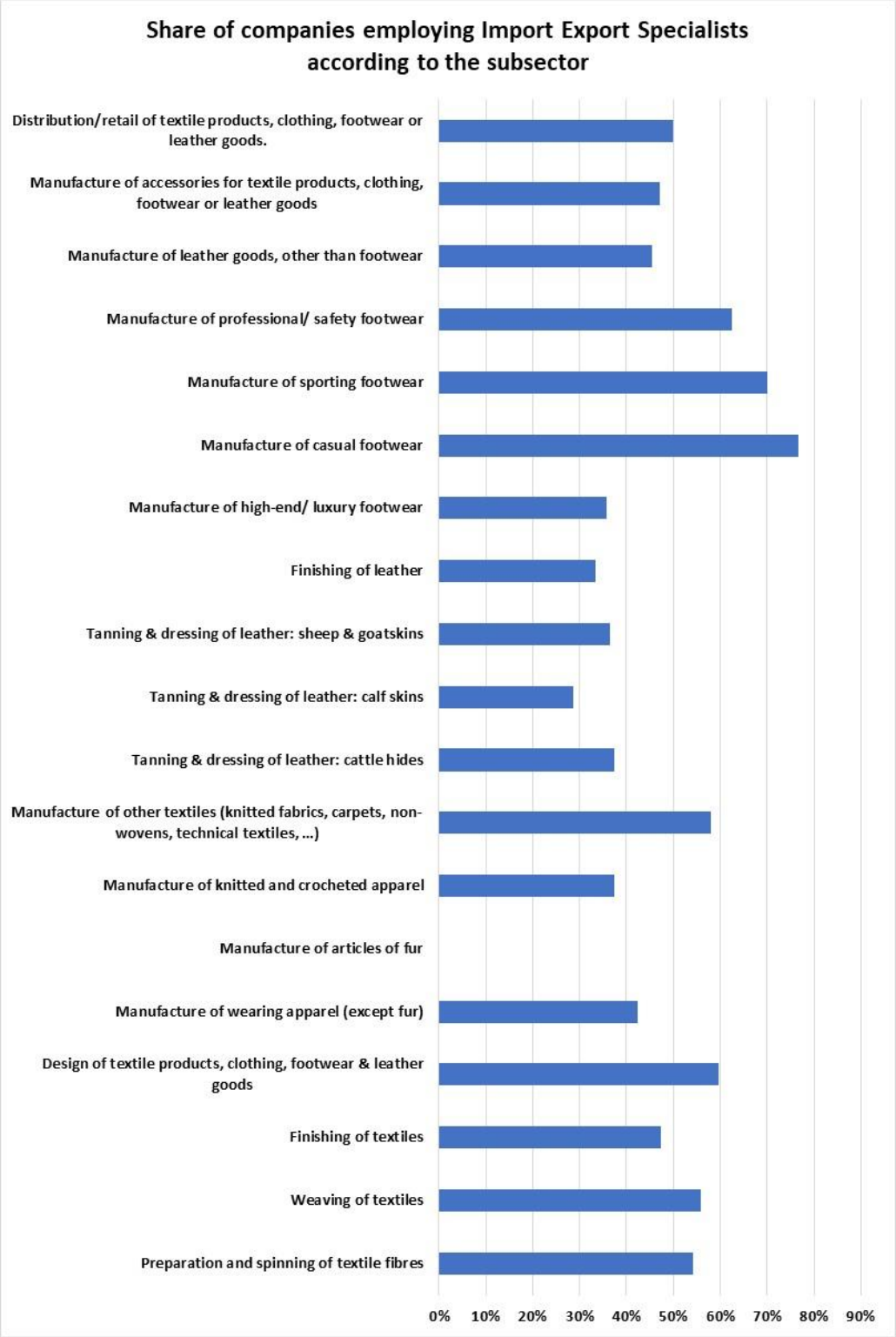

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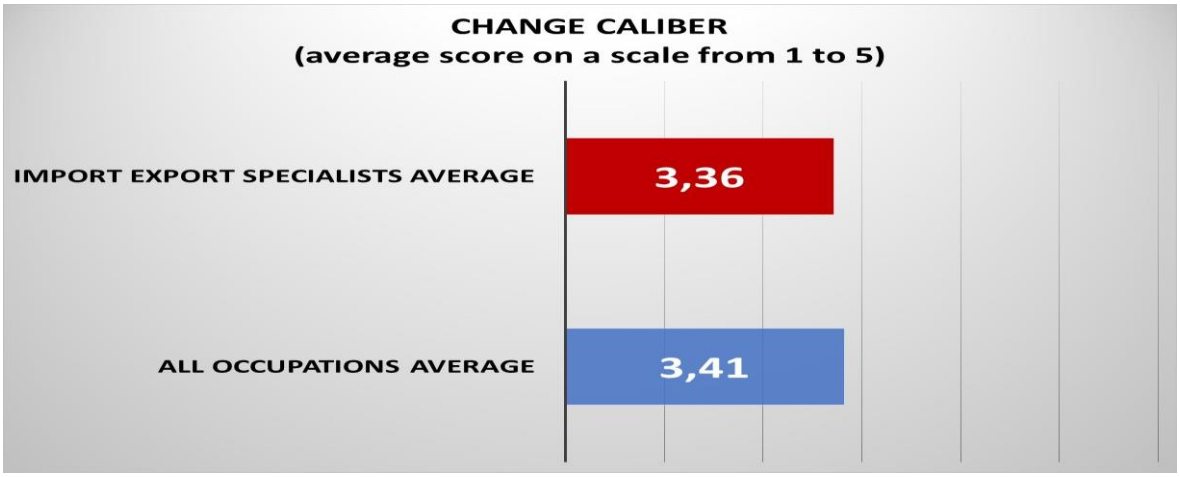
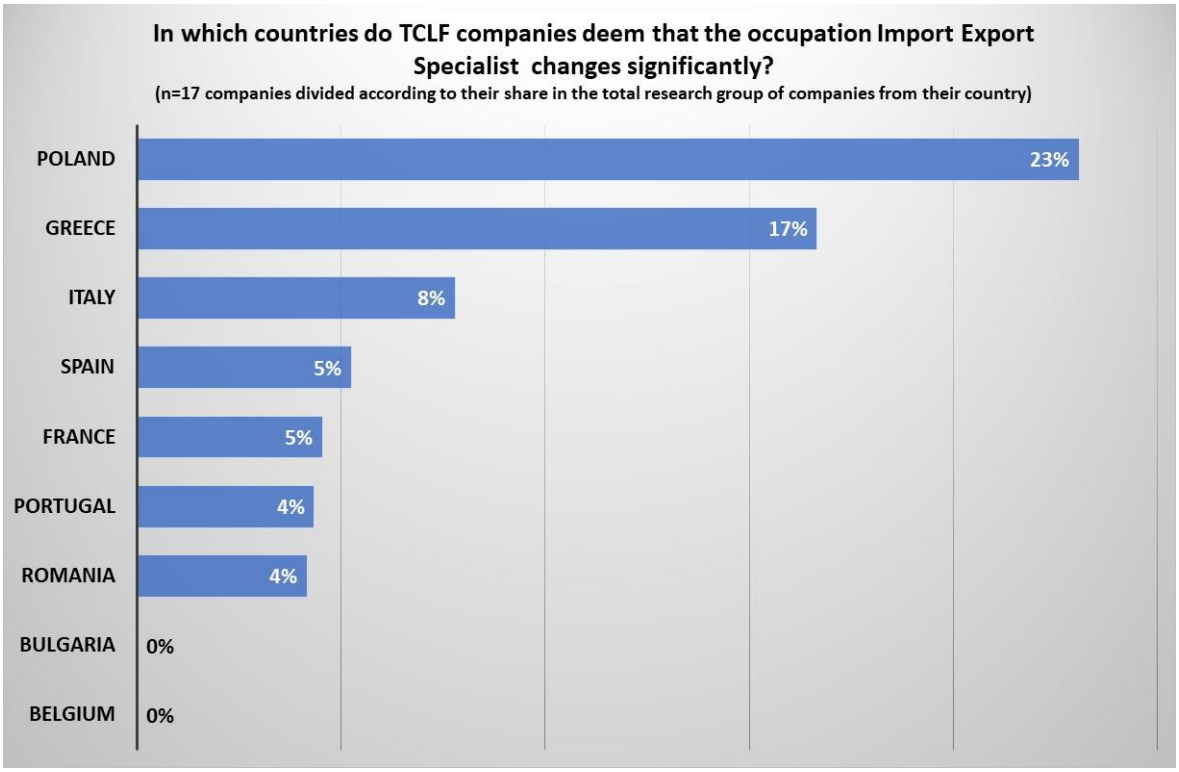
Import Export Specialist - Change caliber





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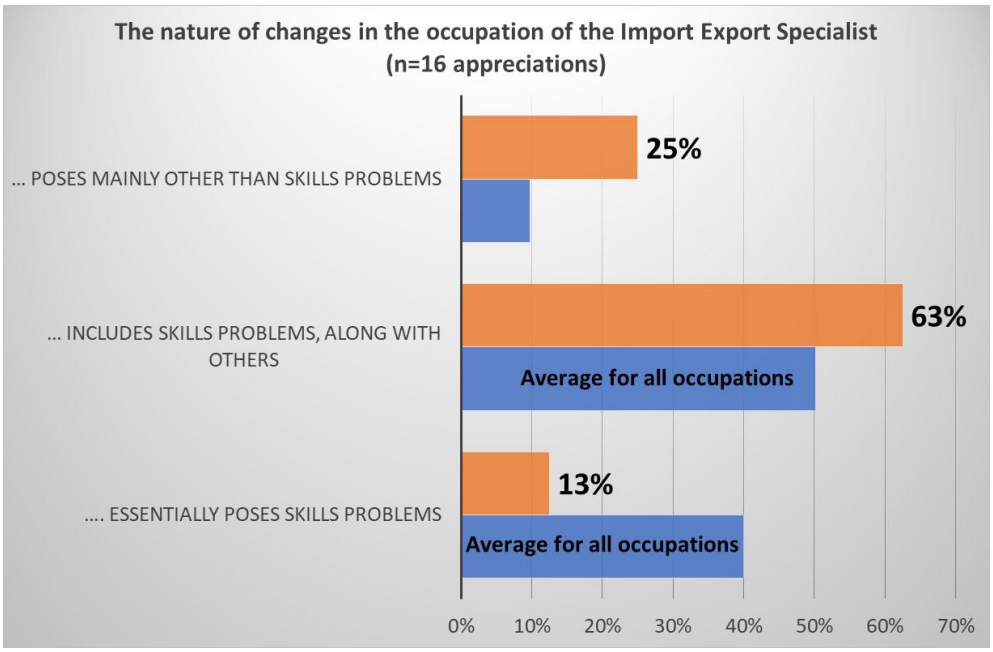
Import Export Specialist - Drivers of change

Import Export Specialist - Nature of changes



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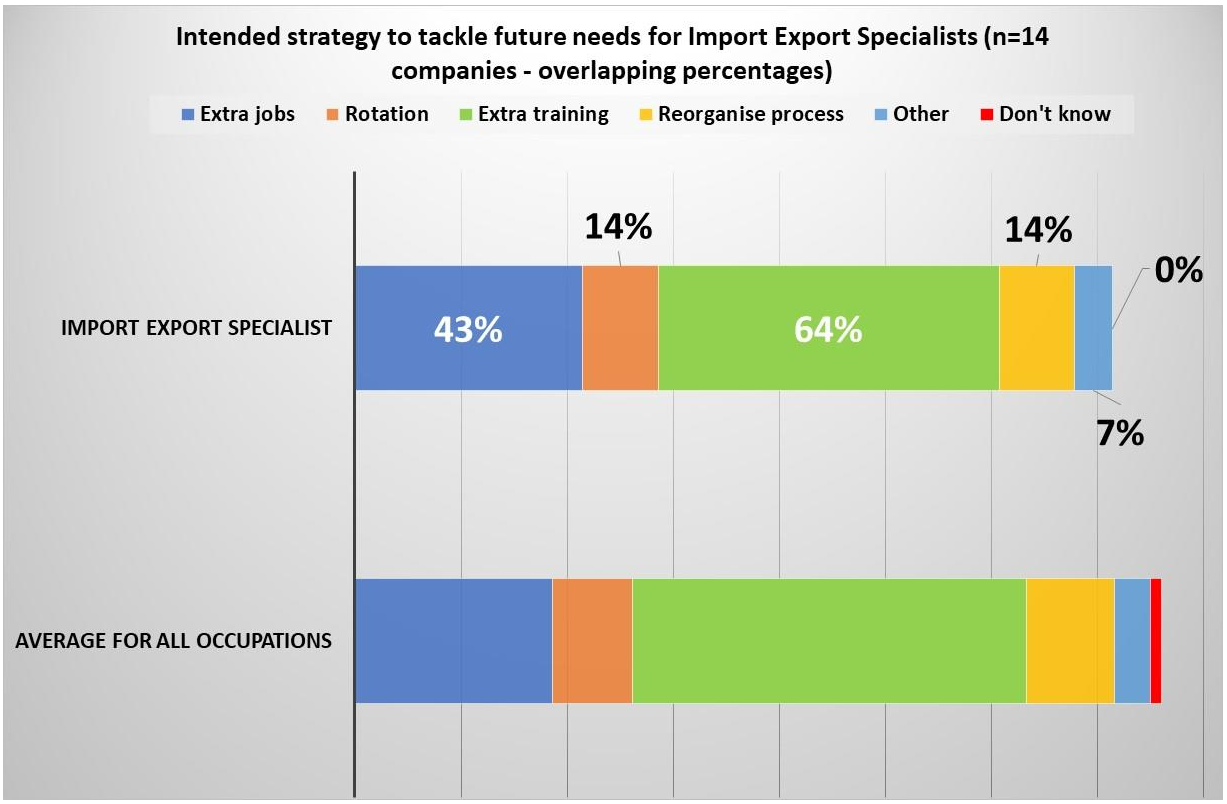
Import Export Specialist - Skills mismatch solution strategy



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Occupation: Digital marketing professionals (e-commerce, social media, …)

Digital marketing professionals – Definition

Digital marketing professionals (e-commerce, social media, …)	ESCO – Online marketeer
This professional has knowledge of e-commerce, marketing, management and online sales methods, bank payments and other activities related to the electronic trade in textiles, clothing, leather products. He is able to manage and design e-commers activities in TCLF companies, build and design boutiques, and use the methods of designing promotional and sales campaigns. He ensures the integration of social media and other online tools/channels to offer an appealing online presence and environment for point of entry sales through the internet, to target markets and customers	Online marketers use e-mail, internet and social media in order to market goods and brands.

Digital marketing professionals - Representation

	Numbers	Percentages of total research group
Number of companies employing Digital marketing professionals s	86	38%
Number of dedicated Digital marketing professionals s	203	0,4%

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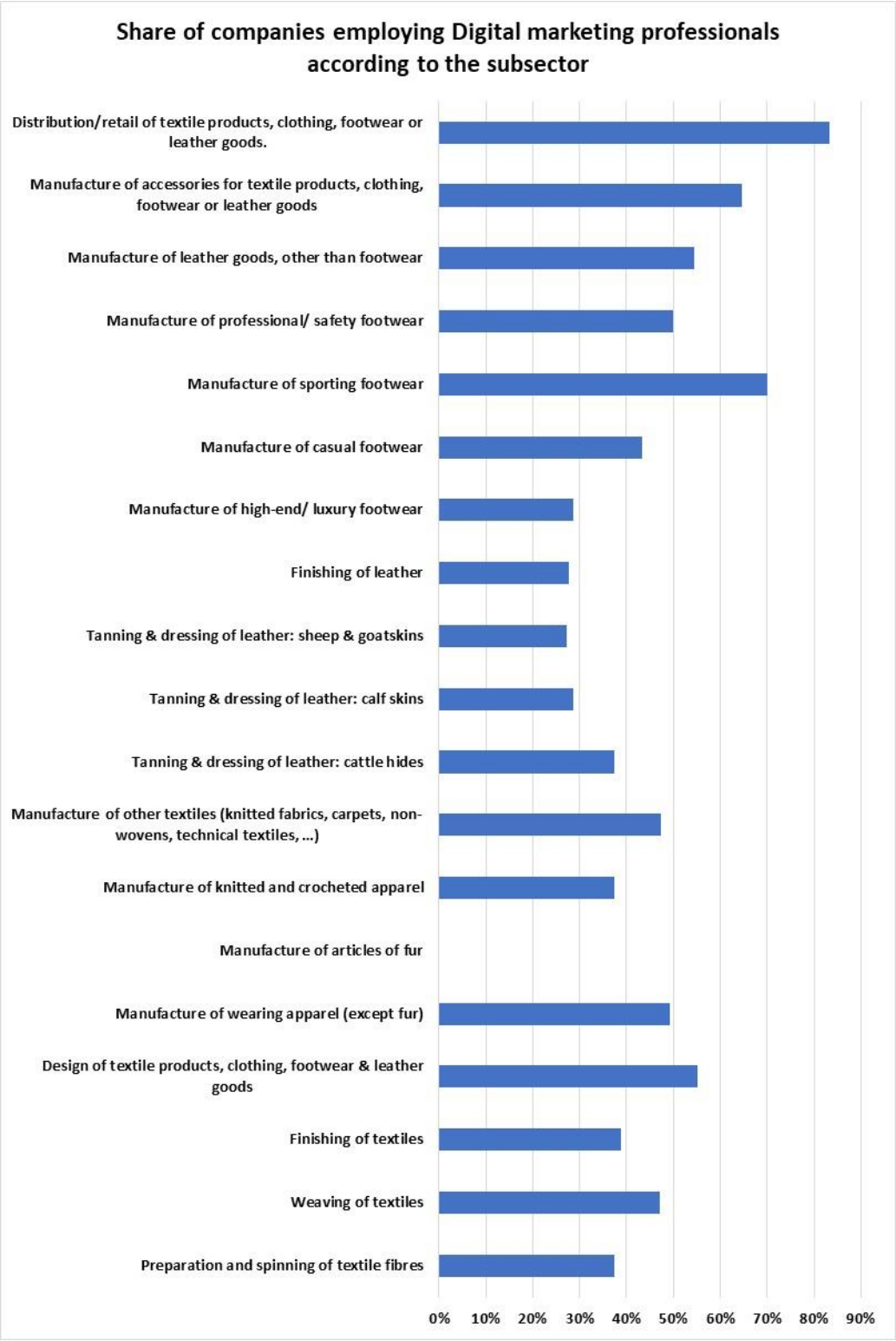

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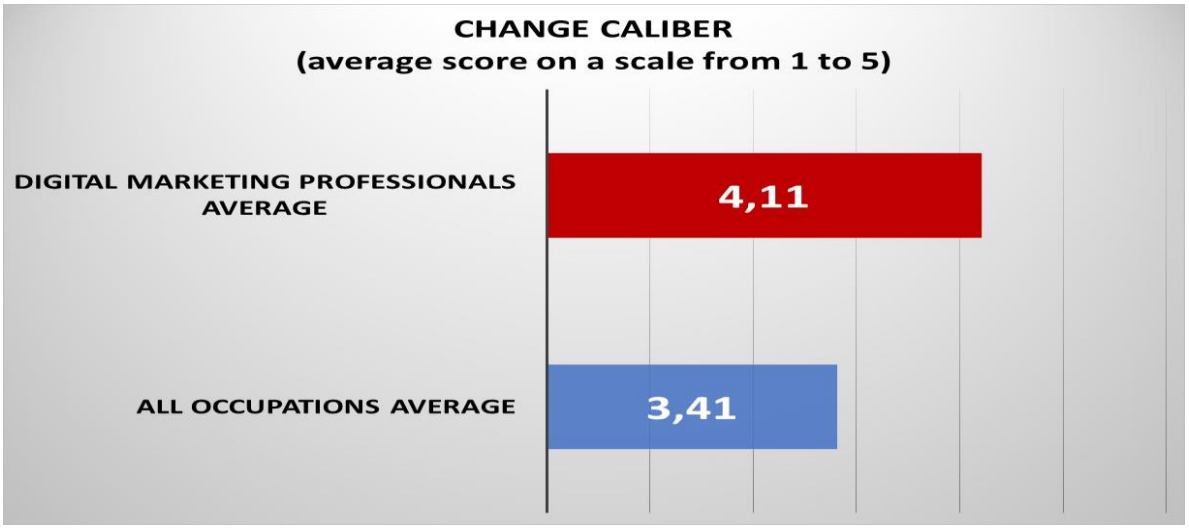
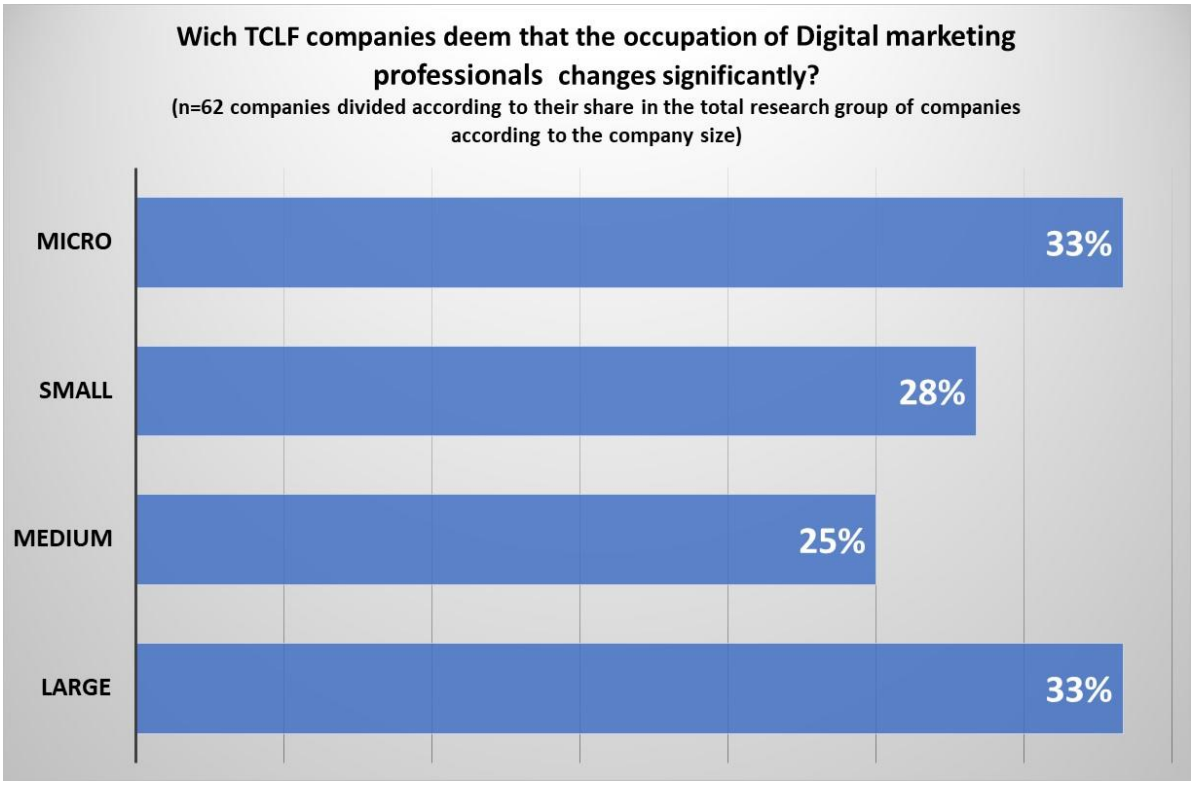
Digital marketing professionals - Change caliber





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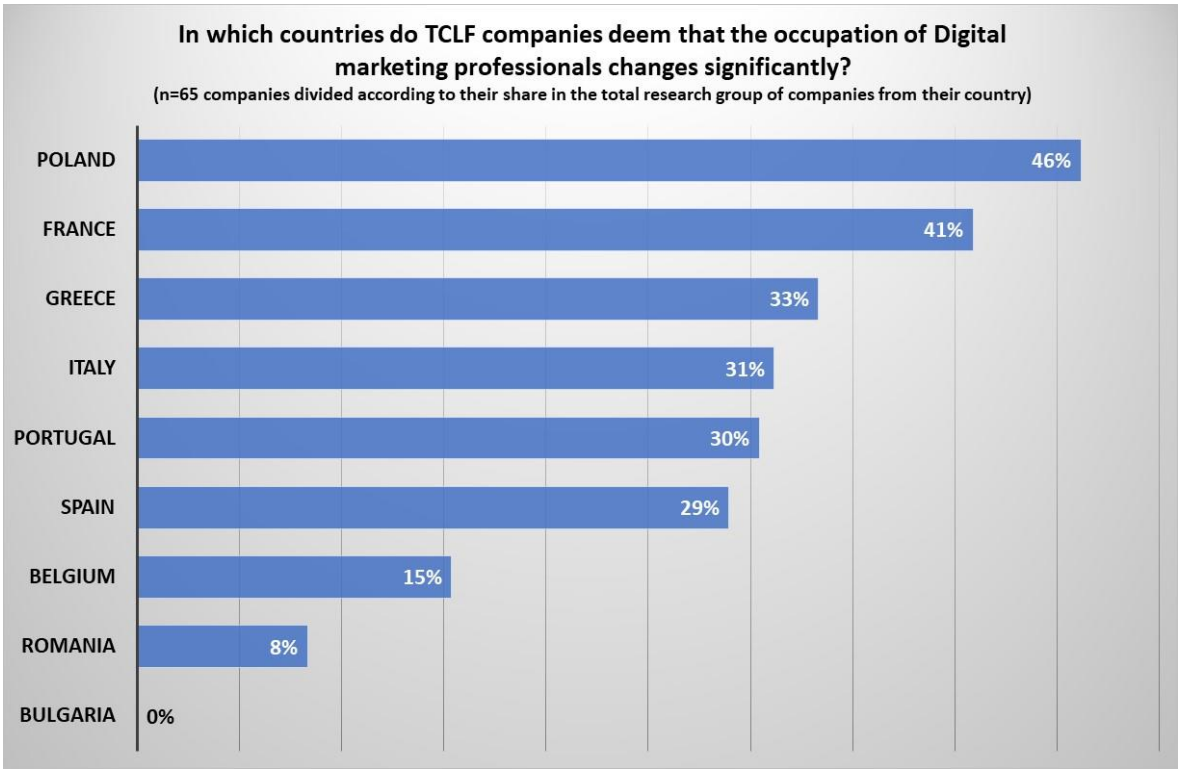

Digital marketing professionals - Drivers of change

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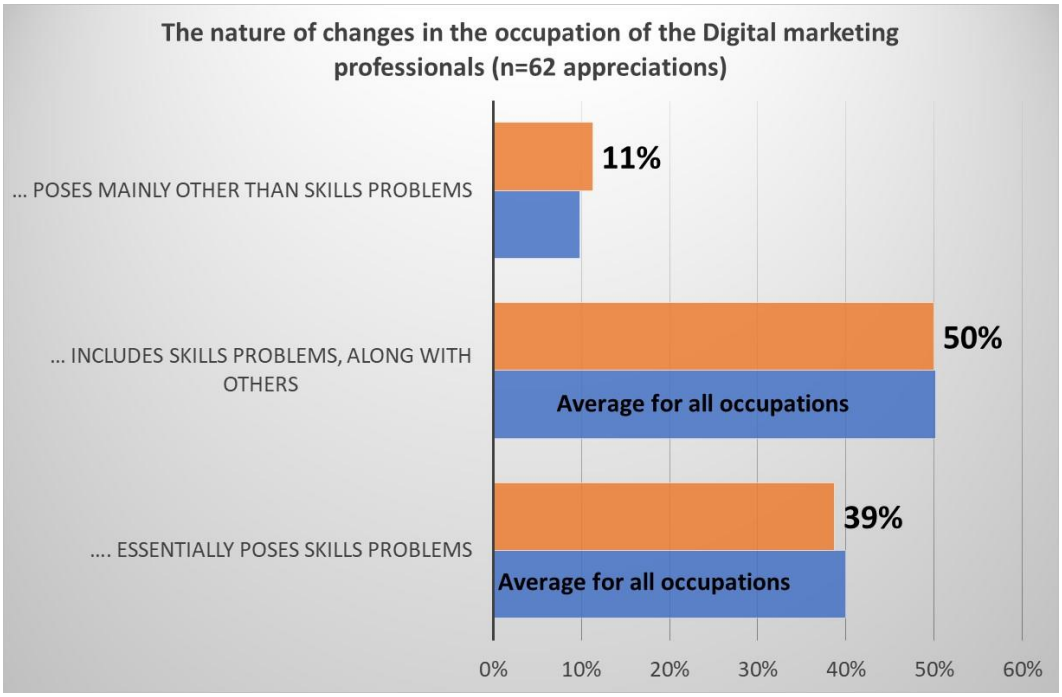
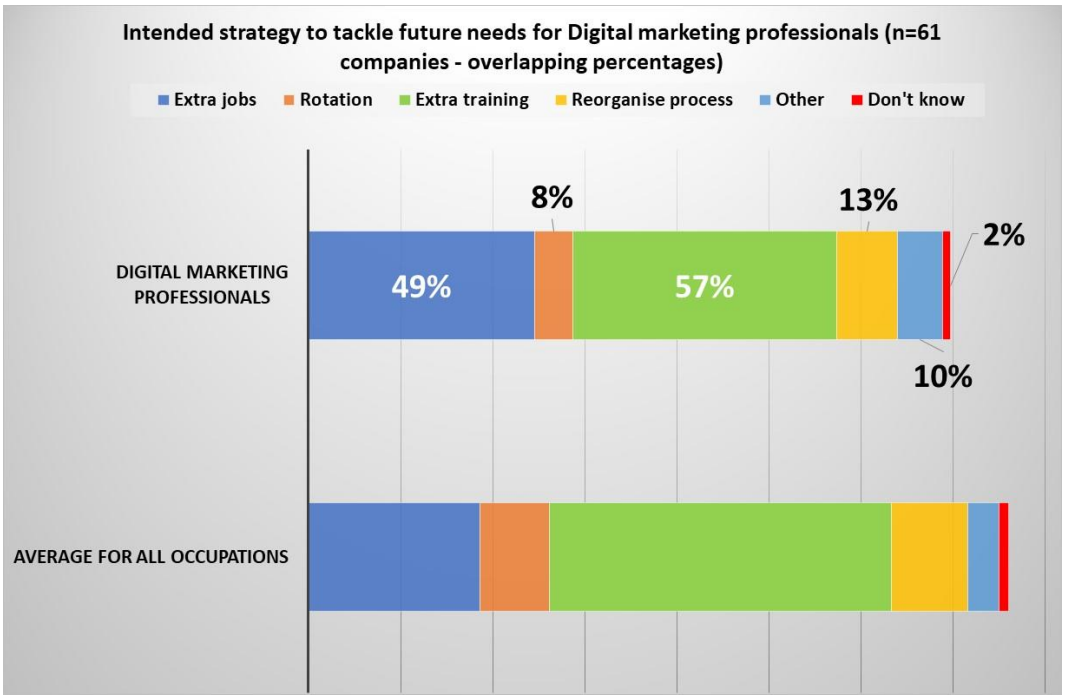
Digital marketing professionals - Nature of changes



Digital marketing professionals - Skills mismatch solution strategy



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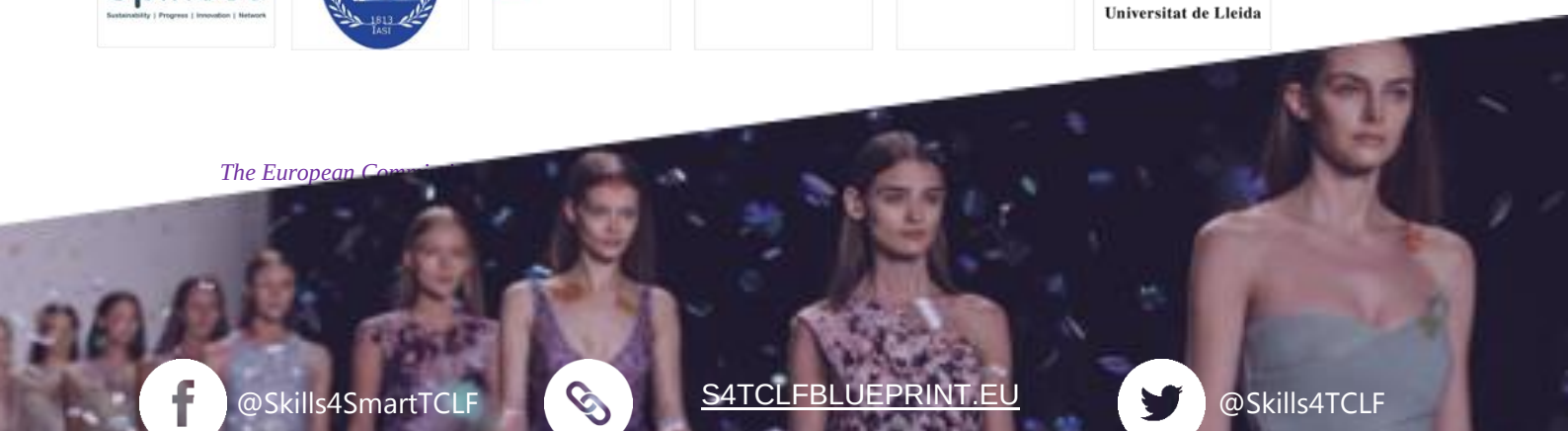
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