

# SKILLS DISCONNECT: ARE WE CLOSE TO FUTURE-READY IN TRANSPORT?

World Cafe Discussion

## SKILLS GAPS & LIMITATIONS

- Limited IT/digital skills
- Weak health & safety awareness
- Lack of manpower - engineers & technicians
- Low pride in trades
- Lack of hands-on technical skills
- Poor work ethic, discipline
- Attitude over qualifications

## HIGH UPSKILLING EFFORTS

- High training investment lost through staff turnover
- Lack of training on safety measures
- Weak career guidance awareness
- Apprenticeships + dual learning models
- Digital tools improving workflows

## DIFFICULTY BRINGING IN (LOCAL) TALENT

- Bureaucracy, slow recruitment processes
- Parental bias toward academia
- Resistance to change (culture)
- Experienced people are reluctant to share their experience

## SKILLS DISCONNECT

- EV, automation skills gap
- Digital & AI competencies lacking
- Composite, H&S knowledge gaps
- Shortage of technicians, trades
- Low retention, high turnover
- Weak communication, professionalism
- Low accountability, work ethic
- Limited resilience, adaptability
- Resistance to change mindset

## EDUCATION-WORKPLACE DISCONNECT

- Theory-practice misalignment
- Low vocational attractiveness
- Slow curriculum adaptation
- Limited hands-on training

## SYSTEMS & FUTURE NEEDS

- Continuous upskilling
- Strengthen industry-education collaboration
- Stronger apprenticeships

PRESENT

## FUTURE SKILLS

- Transversal skills
- Adaptability & flexibility
- Communication, emotional intelligence
- Trainability (learning to learn)
- Logistics
- Digital & IT competencies
- Remote diagnostics skills
- Avionics, aviation expertise
- Networking

## LABOUR MARKET SHIFTS

- Mechanics → electricians shift
- Growth in aviation roles
- Reduced hands-on work

## FUTURE DIRECTION

- Expand apprenticeships, work-based learning
- Practice over theory learning
- Continuous reskilling culture
- Fill the infrastructure & investment gaps

FUTURE

PAST

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