Anexa B.1.20_*Rezultatele consultării angajatorilor*

UNIVERSITATEA TEHNICĂ "GHEORGHE ASACHI" DIN IAŞI

FACULTATEA DESIGN INDUSTRIAL ŞI MANAGEMENTUL AFACERILOR

Domeniul de licenţă: INGINERIE INDUSTRIALĂ

Programul de studii: **Tehnologia şi designul confecțiilor din piele și înlocuitori**

Forma de învăţământ: zi

Durata studiilor: 4 ani

Rezultatele consultării angajatorilor

La nivelul de Ingineria Tricoturilor și a Confecțiilor, în care se organizează programele de studii universitare de licență (domeniul Inginerie Industrială) există o preocupare permanentă de a menține contactul cu mediul de afaceri/ angajatori.
Firmele sunt interesate în dezvoltarea unor activități de cercetare/ consultanță pentru problemele specifice domeniului și structurii de activitate, de instruire/ consultanță și nu în ultimul rând în angajarea de absolvenți. Opiniile partenerilor noștri economici sunt colectate prin mai multe canale:

1.În baza discuțiilor directe cu angajatori din sector, în cadrul manifestărilor organizate de Facultate (conferințe, workshop-uri, târgul locurilor de muncă, mese rotunde, etc.) sau prin participarea cadrelor didactice la diferite evenimente în domeniul textile, pielărie și confecții, în timpul organizării și desfășurării stagiilor de practică, precum și în cadrul proiectelor educaționale derulate; La nivel de universitate, stagiile de practica si internship sunt semnalate aici https://www.consiliere.tuiasi.ro/stagii-de-practica/
2. Prin analiza cerințelor exprimate de angajatorii din domeniu atunci când solicită postarea și promovarea ofertelor de locuri de muncă pe portalul EMPLO/ASITEX al facultății;
3. La nivel de universitate, a fost elaborat Ghidul de angajabilitate adresat absolvenților de studii de licență ai Universității Tehnice 'Gheorghe Asachi' Iași , disponibil la adresa https://www.consiliere.tuiasi.ro/wp-content/uploads/2024/12/GHID-DE-ANGAJABILITATE-ABSOLVENTI-TUIASI-LICENTA-2024-pentru-online.pdf
4. În cadrul Centrului de Orientare și Consiliere în Carieră, care funcționează activ în cadrul Universității Gheorghe Asachi din Iași, se organizează periodic întâlniri cu angajatorii, în cadrul cărora se dezbat probleme actuale ale învățământului tehnic ingineresc.
https://www.consiliere.tuiasi.ro/prezentari-de-companii/
5. În anul 2023 , în cadrul proiectului Shoe 5.0 a fost derulat un studiu cu privire la impactul noilor tehnologii (Industria 5.0) și al cerințelor de educație și instruire în sectorul de încălțăminte. Rezultatele acestui studiu sunt prezentate aici https://shoe50.eu/library/uploads/media/S50374-wp2.2-key-profiles-report.pdf
6. În cadrul proiectelor derulate în perioada 2020-2025 au fost organizate întâlniri cu angajatorii din România pentru sectorul Încălțăminte și Marochinarie . În cadrul acestor întâlniri și evenimente au fost analizate tendințele pe piața muncii și nevoile de instruire pentru sector. Un exemplu este prezentat in Anexa 1- 2024, proiect Metaskills4TCLF-Focus Group .

26.01.2026 Responsabil Program TDCPI,

Prof.dr.ing. Aura MIHAI

Focus Group "FOOTWEAR"

DATE 08 /04 / 2024

	ENTITY
1.	Activ Ortopedic Company, Bucuresti, Romania - Footwear
2.	Condur Company Bucuresti, Romania - Footwear
3.	Robionic Company Bucuresti, Romania - Footwear
4.	Angela International Iasi, Romania - Footwear
5.	Freelancer footwear designer, Iasi, Romania
6.	VET D. Bolintineanu Highschool, Giurgiu, Romania
7.	VET I. Holban Highschool, Iasi, Romania
8.	VET I. Nistor Highschool, Vicovul de Sus, Romania
9.	VET Harlau Technological Highschool, Iasi, Romania

ORGANISATION OF THE FOCUS GROUP _FOOTWEAR AND LEATHER SESSION

❑ Online meeting

SECTOR(S) (multiple answers possible)

❑ Textile

❑ Clothing

❑ Leather

❑ Footwear

***SUMMARY* OF THE RESULTS OF THE QUESTIONNAIRE**

KEY AREAS OF SUSTAINABILITY IN THE INDUSTRY

The sustainability areas listed below reflect the interconnected and multidimensional nature of sustainability in the industry, highlighting the need to address not only environmental, but also social, economic, ethical, cultural, and technological aspects in order to achieve sustainable development.

Rate the level of **IMPLEMENTATION** in your sector in the following areas, where 1 is minimum implementation and 5 is maximum implementation. Please provide your comments and include any other parameters that you consider relevant and that do not appear in the table below.

SKILL / COMPETENCE	RANK					Average
Sustainable materials Use of recycled, organic, or renewable materials to reduce the environmental impact	1	2	3	4	5	3,50
Eco-efficient manufacturing processes Implementation of technologies and practices that reduce the consumption of energy, water, and greenhouse gas emissions during the production	1	2	3	4	5	4,12
Waste reduction Minimization of solid and liquid waste along the entire supply chain, including reuse and recycling of materials	1	2	3	4	5	4,00
Sustainable design Development of products that maximize durability, separability, and removability at end-of life	1	2	3	4	5	3,75
Ethical supply chain Ensuring fair and safe working conditions for workers at all stages of production, as well as the elimination of child labour and respect for human rights.	1	2	3	4	5	4,37

SKILL / COMPETENCE	RANK					Average
Sustainable logistics and transportation Optimization of transportation operations to reduce carbon emissions and minimize social impact	1	2	3	4	5	3,62

Corporate social responsibility Commitment to ethical and responsible business practices, including transparency in the supply chain and positive contribution to local communities and the environment	1	2	3	4	5	4,00
Education and awareness raising Promotion of sustainability awareness among consumers, employees, and other stakeholders, as well as education on the importance of making responsible purchasing decisions	1	2	3	4	5	4,25

KEY AREAS OF DIGITALIZATION AND TECHNOLOGICAL INNOVATION IN THE INDUSTRY

The areas of digitalization and technological innovation in the textile, apparel, leather, and footwear industry cover a wide range of aspects, among which we have highlighted the following for their importance in transforming the industry by boosting efficiency, sustainability, and responsiveness to market demands.
Rate the level of **IMPLEMENTATION** in your sector in the following areas, where 1 is minimum implementation and 5 is maximum implementation. Please provide your comments and include any other parameters that you consider relevant and that do not appear in this table.

SKILL / COMPETENCE	RANK					Average
Computer Aided Design (CAD) Use of specialized software for the design of textile products, clothing, leather, footwear, and accessories, allowing for greater precision, speed and flexibility in the creative process.	1	2	3	4	5	4,75
Fast prototyping Use of technologies such as 3D printing for rapid product prototyping, facilitating design iteration and refinement prior to mass production	1	2	3	4	5	4,50
Additive manufacturing Integration of additive manufacturing techniques, such as 3D printing, into the production of components for footwear, apparel, and other accessories, enabling customization and on-demand production	1	2	3	4	5	3,75
Internet of Things (IoT) Incorporation of sensors and smart devices into textile and apparel products to collect data on usage, performance, and user interaction, facilitating customization and continuous product improvement	1	2	3	4	5	3,25
Intelligent manufacturing Implementation of automated and connected production systems, such as networked manufacturing and collaborative robotics, to increase the efficiency, flexibility, and responsiveness of manufacturing operations	1	2	3	4	5	3,62
Big data and predictive analytics Use of advanced data analytics to better understand market trends, forecast product demand, optimize the supply chain, and personalize the customer experience	1	2	3	4	5	4,12
Augmented Reality (AR) and Virtual Reality (VR) Application of AR and VR technologies to enhance the online shopping experience, allowing customers to virtually view and try products before making a purchase	1	2	3	4	5	4,00
Blockchain Implementation of blockchain technologies to improve traceability and transparency in the supply chain, guaranteeing the authenticity and provenance of materials used in the manufacture of TCLF products	1	2	3	4	5	3,62

SKILL / COMPETENCE	RANK					Average
Sustainability and traceability Development of technological solutions to monitor and manage more efficiently the processes related to sustainability and traceability of products, from raw materials to the final consumer	1	2	3	4	5	4,12

The following step is to ask the participants to assess the **NEED FOR TRAINING** in skills within the areas that are considered as drivers of change in the industrial sector. These have been grouped into two broad areas: sustainability and digitalization and technological innovation.

KEY AREAS OF SUSTAINABILITY IN THE INDUSTRY

In the sustainability area of a textile, apparel, leather and footwear company, various training skills are needed to address specific challenges and promote sustainable practices.
Please rate the level of **TRAINING NEED** in your industry in the following areas, where 1 is minimum training need and 5 is maximum training need. Please provide your comments and include any other training needs that you consider relevant and that do not appear in this table.

SKILL / COMPETENCE	RANK					Average
Knowledge of sustainability Understanding the fundamental principles of sustainability, including concepts such as circular economy, eco-design, waste management, energy efficiency and corporate social responsibility	1	2	3	4	5	4,37
Environmental management Have a sound knowledge of environmental regulations, sustainability standards and best practices in environmental management, as well as the skills to develop and implement environmental policies and programs	1	2	3	4	5	4,00
Life cycle analysis Ability to assess the environmental impact of products and processes throughout their life cycle, using life cycle analysis tools and methodologies to identify areas for improvement and optimization	1	2	3	4	5	3,75
Risk management and compliance Be aware of the risks associated with unsustainable practices and be aware of relevant environmental, labour and safety regulations and standards to ensure compliance	1	2	3	4	5	4,12

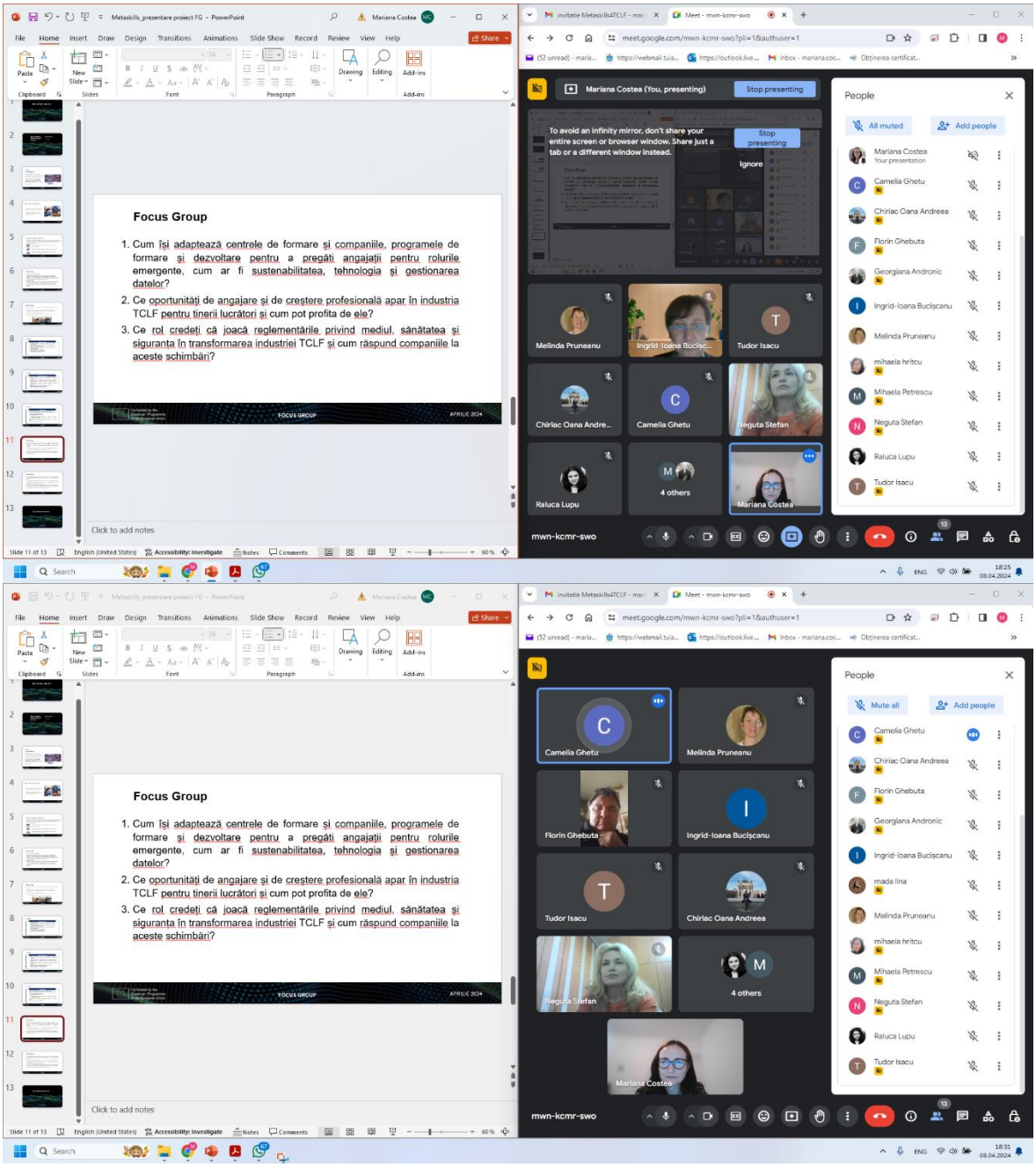
SKILL / COMPETENCE	RANK					Average
Communication and awareness Skills to effectively communicate the company's sustainability objectives and commitments both internally and externally, as well as to raise awareness and educate employees, customers, and other stakeholders on sustainable practices	1	2	3	4	5	4,12
Project management Be able to plan, coordinate and execute sustainability-related projects, setting clear objectives, allocating adequate resources, and monitoring progress to ensure project success	1	2	3	4	5	4,25
Sustainable supply chain management Understand the importance of a sustainable supply chain and have skills to assess and improve supplier sustainability, as well as to establish collaborative and transparent supply chain relations	1	2	3	4	5	4,00
Innovation and creativity Encourage creativity and innovation in the search for sustainable solutions, including the development of more efficient and environmentally friendly products and processes.	1	2	3	4	5	4,00
Critical thinking and problem solving Be able to analyse complex problems related to sustainability and find creative and viable solutions that balance the economic, environmental and social needs of the company.	1	2	3	4	5	4,12
Collaboration and teamwork Work effectively as a team and collaborate with different departments and stakeholders to integrate sustainability into all areas of the company and promote a culture of sustainability throughout the organization.	1	2	3	4	5	4,12

KEY AREAS OF DIGITALISATION AND TECHNOLOGICAL INNOVATION IN THE INDUSTRY

In the area of digitization and technological innovation of a company in the textile, apparel, leather and footwear sector, various training skills are needed to make the most of emerging technologies and improve efficiency and competitiveness.
Please rate the level of **TRAINING NEED** in your industry in the following areas, where 1 is minimum training need and 5 is maximum training need. Please provide your comments and include any other training needs that you consider relevant and that do not appear in this table.

SKILL / COMPETENCE	RANK					Average
Specific digital technologies Knowledge in the use and implementation of digital technologies specific to the TCLF sector, such as CAD/CAM systems for design and pattern making, production management software, augmented/virtual reality tools for product design and visualization, and supply chain management systems	1	2	3	4	5	4,37
Software development Software development and programming skills for the creation and customization of applications, e-commerce platforms, enterprise resource planning (ERP) systems and industry-specific data analysis tools	1	2	3	4	5	3,87
Data analytics Ability to collect, analyse and interpret data using data analytics and business intelligence tools to make informed decisions on marketing strategies, inventory management, demand forecasting and process optimization	1	2	3	4	5	4,12
Internet of Things (IoT) Expertise in sensors and IoT devices applied to the TCLF industry to monitor production in real time, optimize operations efficiency, improve product quality, and deliver personalized customer experiences	1	2	3	4	5	3,87

SKILL / COMPETENCE	RANK					Average
Additive manufacturing (3D printing) Familiarity with additive manufacturing technologies, such as 3D printing, for rapid prototyping, custom production and manufacturing of footwear and apparel components	1	2	3	4	5	3,62
Artificial intelligence (AI) and machine learning Understand the basic concepts of AI and machine learning and their application in the TCLF sector, such as product recommendation systems, predictive analysis of fashion trends, and optimization of production processes	1	2	3	4	5	3,87
Cybersecurity Cybersecurity expertise to protect sensitive data and company systems against cyber threats, ensuring the integrity and privacy of information	1	2	3	4	5	3,87
User experience (UX) and interface design Understand the principles of UX and interface design to develop intuitive and engaging digital platforms that improve customer experience and increase sales conversions	1	2	3	4	5	3,75
Digital transformation Ability to lead digital transformation projects in the company, identifying opportunities for improvement, implementing innovative technology solutions, and promoting a culture of innovation and change	1	2	3	4	5	4,00
Project management and collaboration Agile project management and teamwork skills to coordinate the implementation of technology solutions, ensuring that the established objectives are met in a timely manner	1	2	3	4	5	4,37


Focus Group
1. Cum își adaptează centrele de formare și companiile, programele de formare și dezvoltare pentru a pregăti angajații pentru rolurile emergente, cum ar fi sustenabilitatea, tehnologia și gestionarea datelor?
2. Ce oportunități de angajare și de creștere profesională apar în industria TCLF pentru tinerii lucrători și cum pot profita de ele?
3. Ce rol credeți că joacă reglementările privind mediul, sănătatea și siguranța în transformarea industriei TCLF și cum răspund companiile la aceste schimbări?
FOCUS GROUP
APRILIE 2024
Click to add notes
Mariana Costea (You, presenting)
Stop presenting
To avoid an infinity mirror, don't share your entire screen or browser window. Share just a tab or a different window instead.
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Mute all
Melinda Pruneanu
Ingrid-Ioana Bucișc...
Tudor Isacu
Chiriac Oana Andre...
Camelia Ghetu
Neguta Stefan
Raluca Lupu
4 others
Mariana Costea
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