

# From Skills Gaps to Learning Pathways

**Manuel Di Frangia from the Adecco Group explains how TRIEME is turning skills needs into flexible, modular training and building a European learning ecosystem for industry, education, and training providers.**

In TRIEME, Work Package 4 (WP4) focuses on updating and developing training content and curricula for the mobility and automotive ecosystem.

WP4 plays a key role in turning identified skills needs into practical training modules, courses, and learning pathways for industry, education, and training providers across Europe.

To learn more about progress so far, how the training modules can be used, and what impact they are expected to have beyond the project, we spoke with **Manuel Di Frangia**, the WP4 leader, who is Funded Innovation Solutions Manager at the Adecco Group.



Manuel Di Frangia, Adecco Group

**Can you briefly explain what WP4 is about and why training and curricula development are important for the TRIEME project?**

*Think of WP4 as the "making it happen" part of TRIEME. Other work packages are busy mapping what skills the mobility sector is missing; WP4 takes that intelligence and turns it into actual training content that workers can use.*

*Concretely, that means reviewing what training already exists across the partnership, developing brand-new modular courses focused on green and digital skills, testing them in real settings — whether online, in classrooms, or even through virtual reality — and building a pan-*

*European Automotive-Mobility Academy, the Skills Hub, that hosts all of it and awards recognised digital credentials to learners. Why does this matter? Because the mobility sector is going through a massive transformation. We're talking about over 14 million workers across Europe who need to update their skills as the industry shifts toward zero-emission and connected vehicles. There's a real gap between what companies need and what's currently being taught, and that gap needs to close fast. WP4 is our answer to that. And because we're working across many countries, we also make sure the training is standardised and mutually recognised — so it's genuinely useful whether you're in Italy, Germany, or Poland.*

**As the project reached the halfway stage of its 48-month duration, what have been the main achievements of WP4 to date, and what are the forthcoming priorities?**

*During the first 24 months, a total of **14 completely new training modules were completed**. The partners are still working to finalise **another 46 new courses** by the end of 2026, ensuring a robust flow of upcoming content throughout the year.*

*The already developed courses represent a balanced coverage of digital transformation, green and sustainable mobility, industrial technologies, innovation management, and cross-cutting transversal competences, fully aligned with the TRI REME competence matrix and skills roadmap.*

*As part of the project's implementation progress, partners have also either completed or initiated the delivery of pilot trainings. Throughout 2025, eight trainings were successfully delivered using online or blended formats. By February 2026, two additional pilot trainings entered the delivery phase. Furthermore, 19 additional pilot trainings are scheduled for rollout during 2026, with the involvement of major automotive industries in the European scenario.*

**TRI REME is developing training modules that can be combined in different ways. How can these modules be integrated into existing education and training programmes, and how can universities, VET providers, and companies use them as building blocks in their courses and training pathways?**

*The way we've designed the training is really as a "menu of modules" – building blocks you can pick up and use without having to rebuild your whole programme from*



*scratch. A university or VET centre can simply plug a specific module into their existing curriculum wherever there's a gap, rather than overhauling everything they already do.*

*What makes this powerful is that the modules are stackable – meaning they can be combined in different ways depending on who you're training and what outcome you're aiming for. A company upskilling its technicians might stack a few modules on electromobility and digital diagnostics. A VET school working with apprentices might build a completely different pathway using different blocks. An individual worker can even design their own path by selecting the modules that match their career goals.*

*The approach works across a wide range of audiences: higher education, vocational training, workplace learning, and lifelong learners accessing the Skills Hub independently. And to make sure these blocks carry real weight in formal settings, each module is mapped to European credit systems – ECTS for university contexts and ECVET for vocational ones. Learners who complete a module receive a digital badge – grey for attendance, gold for certified completion – that they can actually present to future employers.*



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**What types of training are being developed (for example online courses, classroom training, or practical/virtual training), and who are they designed for?**

*We've made a deliberate effort to offer a variety of formats, because one size definitely doesn't fit all. The bulk of the delivery happens through online MOOCs – open, self-paced courses accessible through our dedicated learning portal, ideal for workers or students who need flexibility in when and how they learn. Alongside that, we run traditional onsite training and blended formats that combine online materials with face-to-face sessions.*

*For more practical, hands-on skills, we work within university and VET labs and training centres. And for topics where physical equipment or complex simulations are involved, we're piloting virtual and augmented reality – which is genuinely exciting, especially for technical automotive skills. Work-based learning delivered directly within company settings is also part of the mix, particularly for VET apprenticeships.*

*In terms of who we're targeting, it really spans the whole ecosystem. Workers are the core group – over 14 million people in*

*the sector who need to evolve with the technology. But we're also developing content for students at secondary and higher education levels, for trainers and educators who will teach this material, for newcomers entering the sector, and for companies – including SMEs – that want to keep their teams current with what's happening in green and digital mobility.*

**How will learners and training providers benefit from the Learning Platform and the Skills Hub that TRIEME is developing?**

*The Learning Platform and the Skills Hub are really the backbone of everything TRIEME is building. For learners, the experience is designed to be genuinely personalised – you don't just get access to a library of courses and figure it out yourself. The Skills Hub maps modules to specific job roles and career pathways, so you can see clearly which training you need to reach a particular goal. As you progress, your journey is tracked through an individual learning account, and when you complete a module, you earn a digital badge – a portable, verifiable record of what you've achieved. There's also a self-assessment feature, so if you already have some background knowledge, you can skip introductory material and go straight to what's new.*

*For training providers – universities, VET centres, private organisations – the platform offers something equally valuable. Being part of the Skills Hub gives them visibility across Europe, not just locally. They can tap into a standardised framework where skills, job roles, and competences are already clearly defined and aligned with European standards like*

ESCO, ECTS, and ECVET, so they don't have to reinvent the wheel. They can also reuse TRIEME's modular building blocks to update their own programmes. And importantly, the Skills Hub is designed to outlast the project — it's meant to become a permanent infrastructure under the Automotive Skills Alliance, so any investment a provider makes in connecting with it continues to pay off well beyond 2026.

**Looking ahead, how do you see these training results being used after the project ends, and what is needed to ensure they are widely adopted across Europe?**

*This is something we've thought hard about from the very beginning — we don't want to build something valuable and then see it disappear when the project ends. The key to long-term sustainability is the Automotive Skills Alliance, the legal entity being established specifically to carry TRIEME's results forward. With over 100 member organisations across the sector, the ASA gives the Skills Hub, the modules, and the skills intelligence we've gathered a real institutional home. Its technical working groups will keep everything current as technology evolves.*

*Beyond that, wide adoption across Europe means reaching the regional level — because that's where education is actually delivered. Vocational and secondary education are largely managed regionally, so our WP5 colleagues are working specifically to embed TRIEME's results into*

*regional projects and, in the medium term, to help shape national curricula. That's where you really move the needle.*

*Industry buy-in is equally essential. The involvement of major umbrella associations like ACEA and CLEPA means the training isn't developed in an academic vacuum — it's directly tied to what companies actually need. Combined with alignment to European standards like ECTS and ECVET, you have training that both universities and employers across different countries can trust and use. The pieces are in place; it really comes down to keeping the cycle going — gathering fresh skills intelligence, updating the modules, and continuously reaching more providers and learners over time.*

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As Europe's mobility sector accelerates its green and digital transition, one message from Manuel Di Frangia is clear: turning skills needs into practical, flexible training is essential to keep pace with change. Through its modular approach and the development of the Skills Hub, TRIEME is making it easier for learners, educators, and companies to access relevant, up-to-date training and build tailored learning pathways. By connecting skills intelligence with real training solutions, the project is helping to create a more agile, skilled, and future-ready workforce for Europe's mobility ecosystem.

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**Further Reading & Resources**

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