



### Process

This call for action is the result of the 1<sup>st</sup> Innovation Summit of the Hanns Seidel Foundation, which took place on the initiative of the Academy for Politics and Current Affairs on 5 July 2023 at the premises of the Representation of the Free State of Bavaria to the European Union in Brussels.

Eighteen high-ranking representatives of German companies, associations, universities as well as supra- and international institutions actively participated in the event. The main theses developed during the 1<sup>st</sup> Innovation Summit were further elaborated and supplemented with concrete recommendations for action in subsequent dialogues with summit participants. They were presented on 4 March 2024 at the 2<sup>nd</sup> Innovation Summit of the Hanns Seidel Foundation at the premises of the Representation of the Free State of Bavaria to the European Union in Brussels.

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## Future Skills for Disruptive Technologies

### Strengthening Germany and Europe in International Competition

### A Call for Action

## Background

Germany and Europe have excellent players in science and industry who are networked and co-operate with each other in a multifaceted manner.

Nevertheless, Germany and Europe are under enormous pressure in international competition. In times of political, technical and economic disruption, they have fallen behind their competitors.

## Goal

It must therefore be a common goal of German and European stakeholders to strengthen the innovation ecosystem across the value chain and reposition Germany and Europe at the top of the international rankings.

In addition to suitable economic policy measures, this requires above all...

- to fundamentally strengthen excellence from the earliest stages of education and throughout the lifelong educational pathway;
- to increase permeability between vocational and academic education;
- to increase permeability between politics, public administration, science and industry;
- to design the support of science and industry by politics and public administration in an innovation-friendly and bureaucracy-reducing manner.

## Recommendations for action

The path to the goal of strengthening Germany and Europe in international competition is outlined in the following six main theses. The main theses are accompanied by concrete recommendations for action, which are intended to guide and facilitate the achievement of the sub-goals.

## Addressees

This paper is primarily aimed at decision-makers in...

- national and European economic, innovation, education and science policy;
- universities and non-university research institutions;
- industry.

### 1. School education must teach basic skills for disruption!

- School education and its structures must be emphasised as a prerequisite and foundation for vocational and academic education and training!
- Teacher training curricula must include compulsory practical modules outside the educational sector.
- Teachers must be incentivised to gain practical experience and skills outside the educational sector during their careers.
- Primary school curricula must include basic digital skills as a separate subject.
- Pupils must intensively engage with new technologies and the associated protagonists as early as possible.

### 2. Vocational and academic education must create a transdisciplinary mindset!

- Transdisciplinary degree programmes that provide training in future fields must be created.
- Students must be comprehensively integrated into the practice of companies as well as research and development at an early stage.
- Academic and vocational training programmes must become more permeable.

### 3. Further training, education and development must become more agile, adaptive and disruptive!

- Vocational and academic qualifications must be made more flexible and accreditation processes for new formats of knowledge acquisition must be accelerated.
- Employees must understand themselves as intrapreneurs who contribute significantly to the success of their company with their competences and skills.
- Companies must review and, if necessary, strengthen enabling structures for the ongoing acquisition of knowledge by their employees as a prerequisite for intrapreneurship.
- New training formats must be developed to meet the needs of companies and employees for practical knowledge acquisition at an academic level during their professional careers.

### 4. Universities, research institutions, the public sector and companies must be more closely networked regionally, nationally and internationally!

- Universities, non-university research institutions and companies must see themselves as partners in a European team whose goal is to tackle the pressing challenges of the future.
- The partners must work together trustfully on the basis of a clear division of tasks, transparency and understanding of the factual constraints and interests of the other partners.
- Cooperation between universities, research institutions and companies must be expanded, intensified and strengthened.
- Bureaucratic barriers to data exchange between partners must be removed.

### 5. The permeability between politics, public administration, industry and science must be increased!

- Prejudices against the exchange of knowledge and expertise between politics, administration, industry and science must be overcome.
- Welcome structures must be implemented in politics and administration for persons qualified in the natural and technical sciences who have previously worked in the private sector or in research.
- Remuneration and incentive structures in the public sector must be reformed.
- Executive schools and boot camps on future technologies and fields must be developed and implemented for decision-makers in the public sector.

### 6. Politics and public administration must support new technologies in an opportunity-oriented manner and create an innovation-friendly climate for industry and science!

- Existing and planned regulations must be evaluated, harmonised and reduced in an unbiased manner.
- Key performance indicators for regulation (e.g. consistency, validity and innovation-friendliness) must be identified, implemented and consistently applied.
- Collaborations between universities, non-university research institutions and companies, as well as spin-offs resulting from such collaborations, must be tax-relieved and deregulated.