

Industry 4.0 and other changes – what can we do?

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Royal Swedish Academy of
Engineering Sciences

”Four out of ten companies in Sweden state that it is difficult or very difficult to recruit R&D personnel in Sweden. More than a third responds that it has become more or much more difficult than five years ago.”

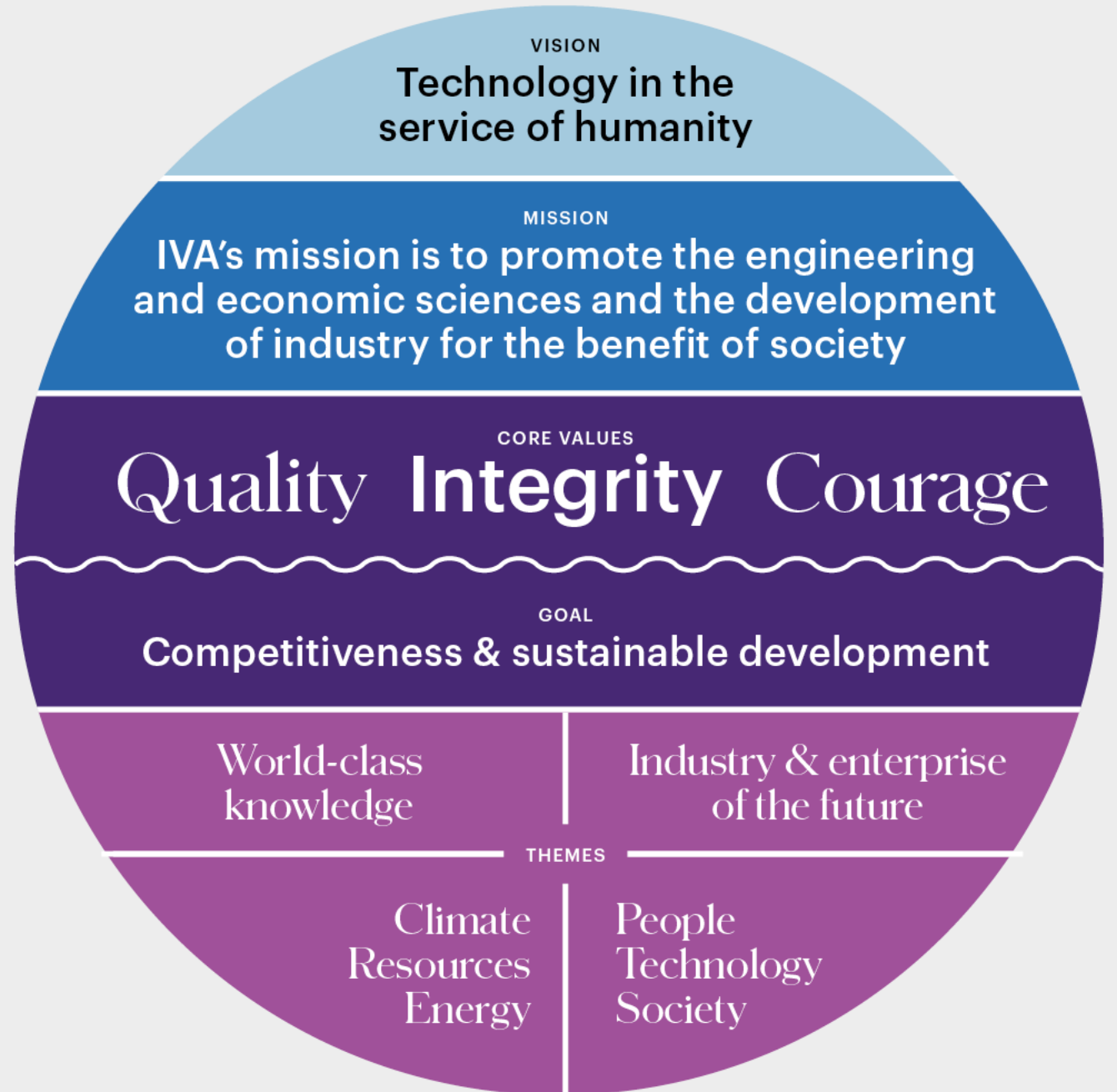
“Competence is the most important factor in locating R&D.”

RESKILLING
LIFE-LONG LEARNING
DELAYED RETIREMENT
INTERNATIONAL TALENT
HIGH-QUALITY RESEARCH-DRIVEN EDUCATION SYSTEM
MIGRANTS
WOMEN

Strategy 2025



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Examples of projects

WORLD-CLASS KNOWLEDGE

- NTA Digital
- *Tekniksprånget*
- Private Sector R&D investments

FUTURE INDUSTRY AND BUSINESS

- *Jobbsprånget*
- Research2Business
- Smart Industry
- Digitalization for increased competitiveness



Kungl. Ingenjörsvetenskaps
Akademien

GOALS:

- Excellent schools
- Future-proofing Engineering Education
- Reskillig and Life-long Learning
- Research and education policy

GOALS:

- Entrepreneurship
- Research to Innovation
- Leadership
- Knowledge economy policy

A Coherent National Strategy needed

- **Strategic Human Resource Management an effective tool**
 - **Smart industry strategy promising beginning**
- **But Sweden needs more coordination on a national level as OECD points out**



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The next research policy for Sweden 2020

IVA's main proposals

1. **Research, education and innovation** – *also addressing strategic human resource management,*

2. **Technological research, infrastructures and education**

3. **Reskilling and life-long learning,**

4. **Internationalization**



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Thank you!



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