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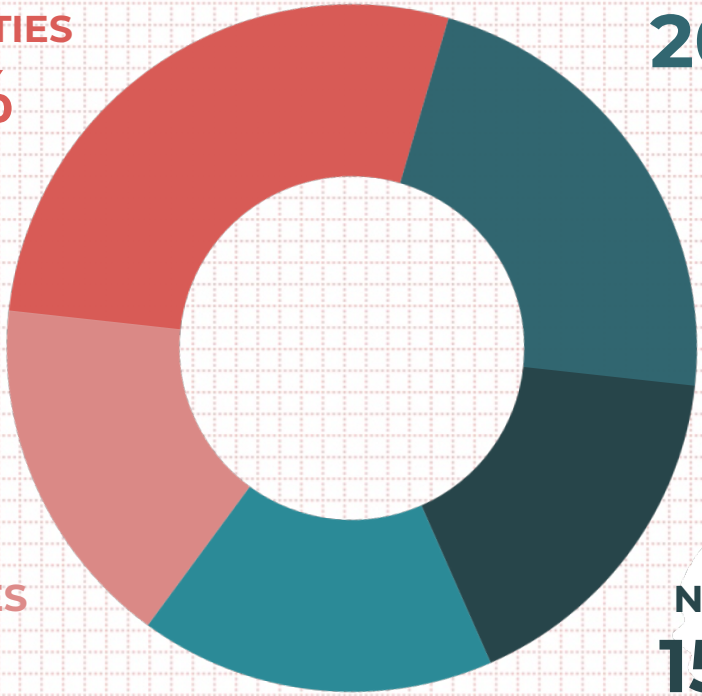
Heritage is evolving.

Are education and training evolving too?

These are the key insights from DIEM's first *stakeholder workshop* in Valencia, Spain, where universities, museums, public authorities, NGOs and private organisations discussed the future of heritage skills.

LET'S LOOK AT THE FINDINGS

The workshop brought together stakeholders from across the heritage ecosystem:



UNIVERSITIES
25%

MUSEUMS
20%

PRIVATE COMPANIES
15%

NGOs
15%

PUBLIC AUTHORITIES
15%

Findings emerged from DIEM's first stakeholder workshop in Spain.

Practical skills come first.

When asked which competencies are most lacking, participants ranked:

1. Practical and operational skills
2. Digital skills
3. Management & organisational skills
   Entrepreneurship and business skills

Theory alone is no longer enough.

Findings emerged from DIEM's first stakeholder workshop in Spain.

Heritage today is more than conservation.

Professionals also need:

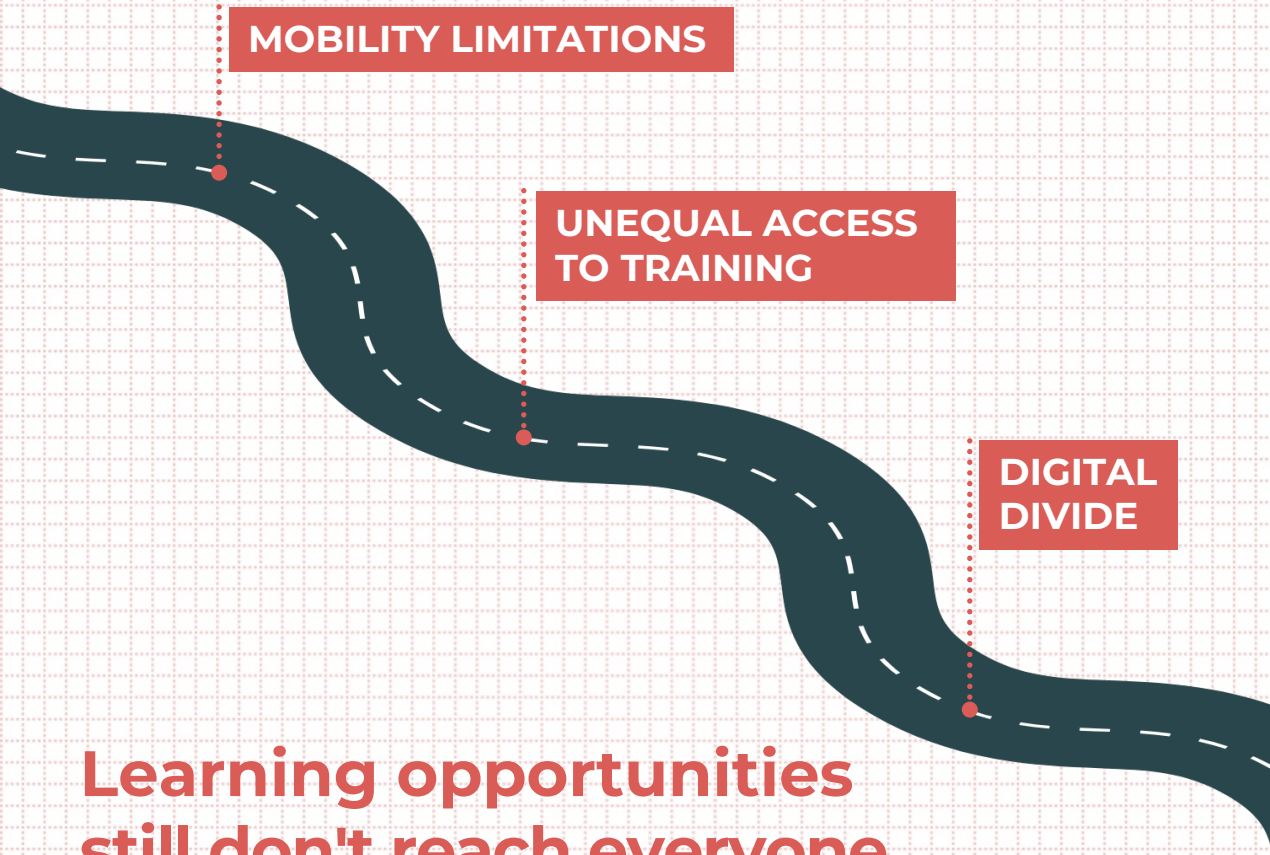
- Knowledge of regulations and standards
- Digital skills
- Community engagement
- Communication

Modern heritage work is increasingly multidisciplinary.

Findings emerged from DIEM's first stakeholder workshop in Spain.

The biggest challenge? Turning skills into employability.

Stakeholders highlighted *barriers* such as:



Learning opportunities still don't reach everyone.

Findings emerged from DIEM's first stakeholder workshop in Spain.

Recognition matters.

Almost every participant considered formal recognition of training to be mandatory or very important.

And when asked what organisations value most:

1. MICRO CREDENTIALS
2. RECOGNISED VOCATIONAL DIPLOMAS
3. SHORT CERTIFIED COURSES

Flexible learning is becoming the new standard.

Findings emerged from DIEM's first stakeholder workshop in Spain.

Who should future training reach?

Participants identified priority groups including:

- → Young people / NEETs
- → Women
- → Rural communities
- → Migrants & minorities

Inclusive education means creating opportunities for everyone.

Findings emerged from DIEM's first stakeholder workshop in Spain.

The future of heritage education is...

PRACTICAL

FLEXIBLE

RECOGNISED

INCLUSIVE

COLLABORATIVE

These are the principles that will shape DIEM's next learning activities.