The Future of the EU Automotive Sector

Presentation at the DRIVES Final Event, Thursday, 24 March 2022

Michael Flickenschild, Senior Consultant Ecorys

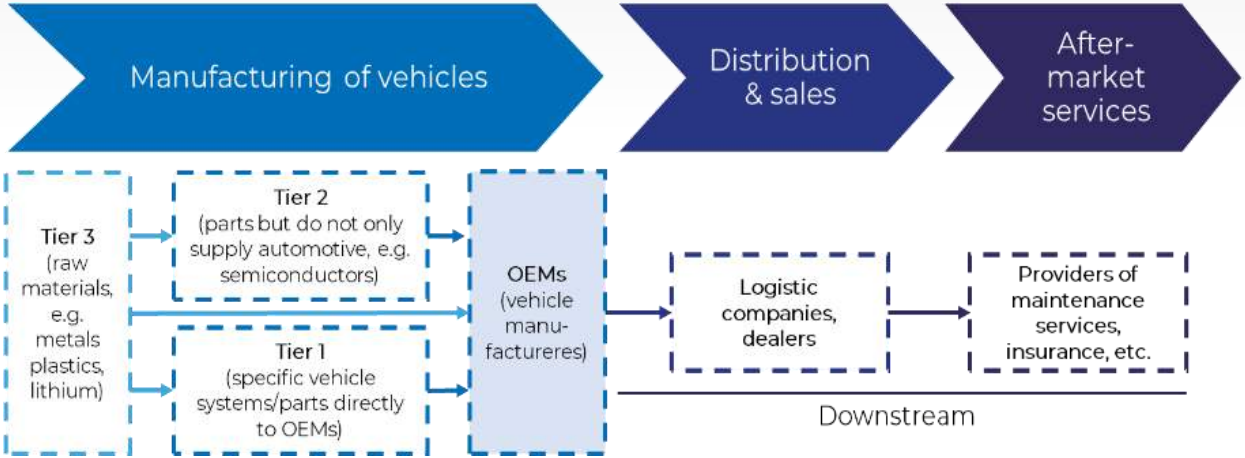
Purpose and scope of our study

The **main objective** was to provide a comprehensive and independent overview on the automotive industrial landscape.

In doing so, we particular focused on three key areas reshaping the industry

1. The **resilience of the industry** in light of global competition (new market entrants) and changing business models.
2. The **green transition,** in particular electromobility and battery supply.
3. The **digital transition,** in particular the move towards connected and automated vehicles (CAVs) and the increasing importance of software.

In the centre of the study – European OEMs …



… however these trends have also up- and downstream effects

Key challenges for the automotive sector

1. Addressing the twin transition and with it a changing demand for skills
2. Increasing global competition through new technologies facilitating market entry
3. Resilience of global value chains impacted by Covid-19 and now the war in Ukraine

https://www.europarl.europa.eu/thinktank/en/document/IPOL_STU(2021)695457

Main findings: The global automotive value chain

- **Global but regional** - a global value chain based on strong regional clusters and supply chain relations
- **Supply chain security** – Lithium-ion battery production and semiconductors as key inputs challenged during the pandemic
- **Pandemic as an accelerator** – both digital channels, but also importance of electric vehicles has increased
- **New technologies lowered barriers to enter the market** – increased importance of electronics and software
- **Global competition for talent** – shortages in skilled labour (not just in Europe) and competition for talent also across sectors

The EU automotive industry

- The EU automotive sector is central to the EU economy. It generates a turnover that represents over 7% of the EU GDP, which totalled around EUR 936 billion in 2020.
- 1.2m people are employed in assembly plants, 1.4m at automotive suppliers, and 0.9m indirect automotive manufacturing
- Largest private investor R&D in the EU, with over EUR 62 billion invested in 2019

Main findings: A green automotive value chain

- **Leading market for EVs** – Demand should continue to grow in this decade.
- **Decreasing barriers** – Market barriers to EV diffusion are still significant but reducing quickly
- **Shifting labour demand** – Electric vehicle value chains are likely not significantly less labour-intensive than traditional ones when battery production is considered.
  - However, demand is shifting towards researchers, engineers and technicians with electrical, electrochemical, mechatronic, and software skills.
- **Battery production** – Europe is advancing fast in lithium-ion battery cell production, but challenges remain in value chain sustainability and resilience

The EU automotive industry

- In 2020, Europe surpassed China to become the biggest market in the world in both the number of EVs sold and the share of EVs in total car sales
- EV registrations more than doubled to 1.4 million and reached 10% of the market
- Ambitious climate targets for vehicles with CO2 reductions of 55 % for cars, and 50 % for vans by 2030

Main findings: A digital automotive value chain

- **From hardware to software** – Increasing importance of digital products and services.
- **Increasing competition** – from technology companies and Chinese OEMs.
- **Strong innovation capabilities** in connectivity, software architecture and autonomous driving; however, many strategic competencies lie with large technology companies.
- **Lack of skills** – The existing lack of skilled labour in software engineering and other digital skills is likely to intensify
  - a key challenge for the EU will be to provide and attract sufficient talent in these new technology areas
- **Owning vs. sharing** – New mobility concepts and shared services will to affect vehicle demand and business models.

The EU automotive industry

- In 2010, about 26% of innovations at OEMS were in the areas of connectivity, ADAS and digital interfaces. In 2020, this number reached 55%
- While EU automotive companies are leading in terms of R&D intensity, the EU is lagging in ICT R&D
- Dependencies on software and data from third parties and market power of large digital companies as a concern

Changing demand for skills …

- On the one hand **lack of skills** in software engineering and electronics and global competition for talent
- But on the other hand potential job losses due to the electrification of powertrains with **suppliers being particularly vulnerable**
- Demand is shifting towards researchers, engineers and technicians with electrical, electrochemical, mechatronic, and software skills.
- Clear need for projects such as DRIVES and now the Automotive Skills Alliance to bridge the gaps to identify and monitor skill needs and provide support for up- and reskilling.

… requires policy support (1)

Recommendation - A green transition that works for the environment, industry and workers:

European policymakers should take a comprehensive view and discuss with stakeholders how green ambitions can be achieved, for example by:

- Providing support to suppliers through access to financing and skills to adapt to the transition
- Flanking targets with supporting measures, such as through the Just Transition Mechanism also for automotive regions
- Raising awareness across the sector about the transition and its challenges to ensure companies can prepare

… requires policy support (2)

Recommendation - Promote the development of skills in digital, software and electrical engineering and increase access to skills across the EU

- Ensure follow-up of actions from DRIVES through the Automotive Skills Alliance and national flanking actions that support the transition
- Consider further actions to attract talent to the sector and the EU by working with universities through the Coordinate Plan on AI and similar schemes for other technologies
- Coordinate with related sectors such as aerospace to nurture skills

Thank you!

DRIVES
Development and Research on Innovative Vocational Education Skills

European Sectoral Cooperation on Skills in the Automotive Sector

DRIVES Project – The Blueprint in the Automotive Sector

Dr. Jakub Stolfa, VSB-TUO, DRIVES Coordinator, jakub.stolfa@vsb.cz

DRIVES FINAL CONFERENCE, 24th March 2022, online

Co-funded by the Erasmus+ Programme of the European Union

DRIVES – The Blueprint Project for Automotive Sector

January 2018 to December 2021

Project assures cooperation between **24 full partners from 11 EU countries**

Steering Board has extra 10 associated partners, chaired by **ACEA**, co-chaired by **CLEPA**, **ETRMA**, as full project partners.

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DRIVES – Partnership

- **Full Project Partners**

- **Selected Associated Partners**

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DRIVES – Objectives

Sectoral Intelligence

Analyse key trends in the automotive, covering the whole value chain

Define the skills and job roles needed in the future

Analyse existing training offer currently available for the trainings/upskilling

Identify skills gaps for foreseen changes

Recognition

Ensure **mutual recognition** of the skills and job roles **across the EU**

Create an EU-wide framework that can be used throughout the EU and implemented in the EU regions – based on commonly used definitions

Regularly **deliver policy recommendations** reflecting the needs of the automotive sector to the European Commission

Training Offer

Create trainings for selected skills and job roles in the automotive sector

Provide as a pilot 1100 trainings across the EU and across the education and training institutions

Provide clear guidance for the education and training providers on skills needs of the automotive industry

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DRIVES Sectoral Intelligence

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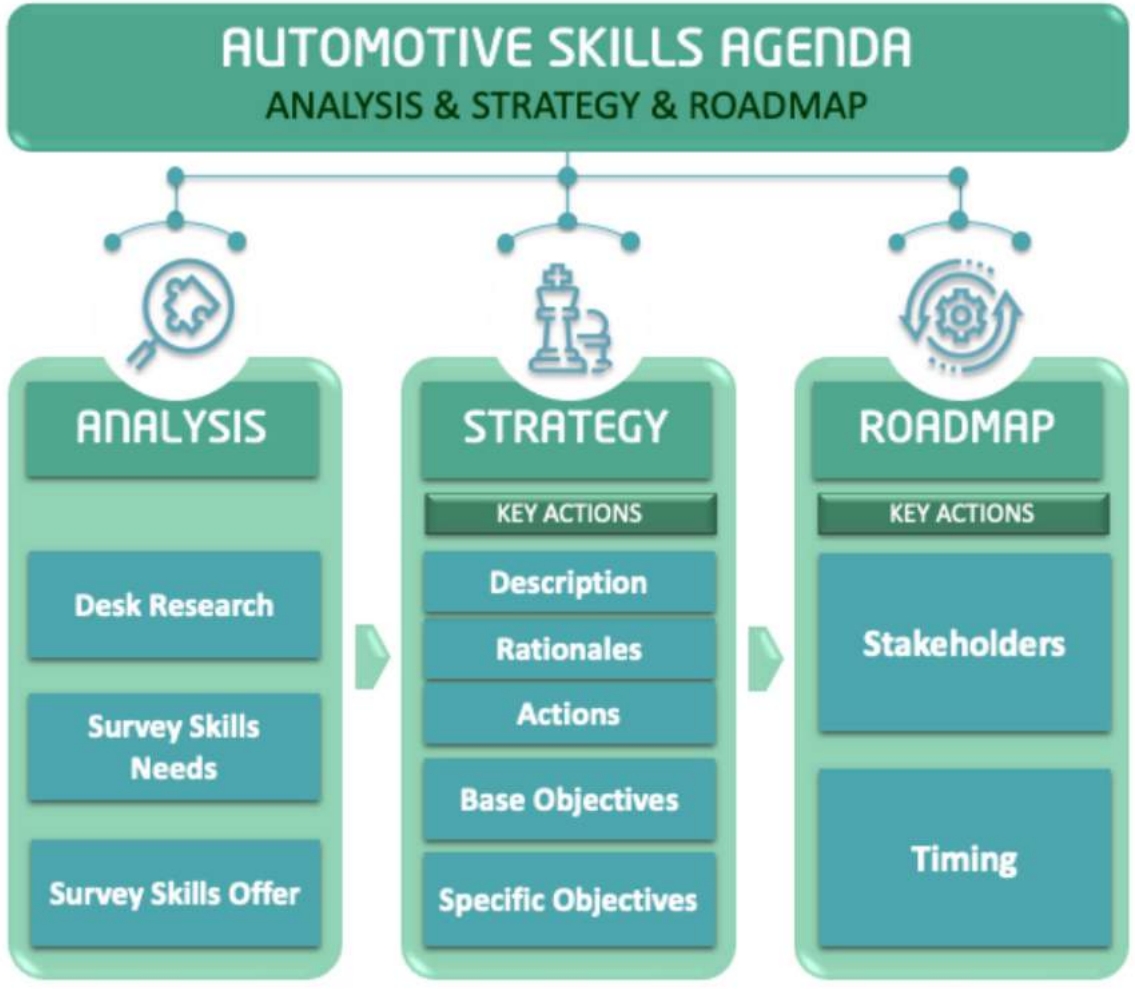
Sectoral Skills Intelligence & Strategy

Sectoral Intelligence



Another Activities:

- Collaboration with **LinkedIn** on the analysis of the skills
- Collaboration with the Blueprint for Sectoral Cooperation on Skills: Towards a common vision on addressing **SMEs skills needs** in the automotive sector: strengthening the development of upskilling and reskilling strategies – led by **EY**
- Collaboration with other **relevant Blueprint or other type of projects, e.g. SAM, SPIRE-SAIS, ALBATTS, EO4GEO, etc.**

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Apprenticeship Perspective

Sectoral Intelligence

- Understand and analyze the **needs and challenges of the apprenticeship** in the Automotive sector
- Prepare **Hiring an Apprenticeship Guide** to directly support development of apprenticeship in the companies
- **Good Practice Resource** development – to support sharing of good practices and mainstreaming their results
- **Apprenticeship Comparison Tool** – to support recognition of the apprenticeship across Europe
- Collaboration with **European Alliance for Apprenticeship**

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DRIVES Training Offer

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Emerging Job Roles Definition and Training Courses Development

Training Offer

- Identify and describe **40 new and emerging Job roles** in the Automotive sector
- Develop **training courses** to directly support up-/re-skilling activities on all levels - directly in industry or via Education and Training providers
- Development of the **Learning Platform**
- In **ESCO** latest update is **61 new skills** and **11 new occupations**

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DRIVES Recognition of Skills and Job Roles

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EU-wide Framework for the Automotive Ecosystem

Recognition of Skills and Job Roles www.drives-compass.eu

Reference Description of Competences/skills and Job Roles

- Across the whole EU Automotive Ecosystem

EU Wide Database of Training Courses for Automotive Ecosystem

- Advertisement on the whole market, One-single-point to find the required training and training path

Harmonized Approach to Recruitment and Mobility of Workforce Across the Sector

- Digital Badge for skill/competence level achievement in form of Micro-credentials

Quality Pledge of the Training Courses

- Assured by mapping exercise of the course

www.drives-compass.eu

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Development and Research on Innovative Vocational Education Skills

Thank you for your attention

Follow DRIVES project at:

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Active participation as stakeholder:

Stakeholder registration

More information at:

www.project-drives.eu

DRIVES is a project under **The Blueprint for Sectoral Cooperation on Skills in Automotive Sector**, as part of New Skills Agenda.

The aim of the Blueprint is **to support an overall sectoral strategy and to develop concrete actions to address short and medium term skills needs.**

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DRIVES

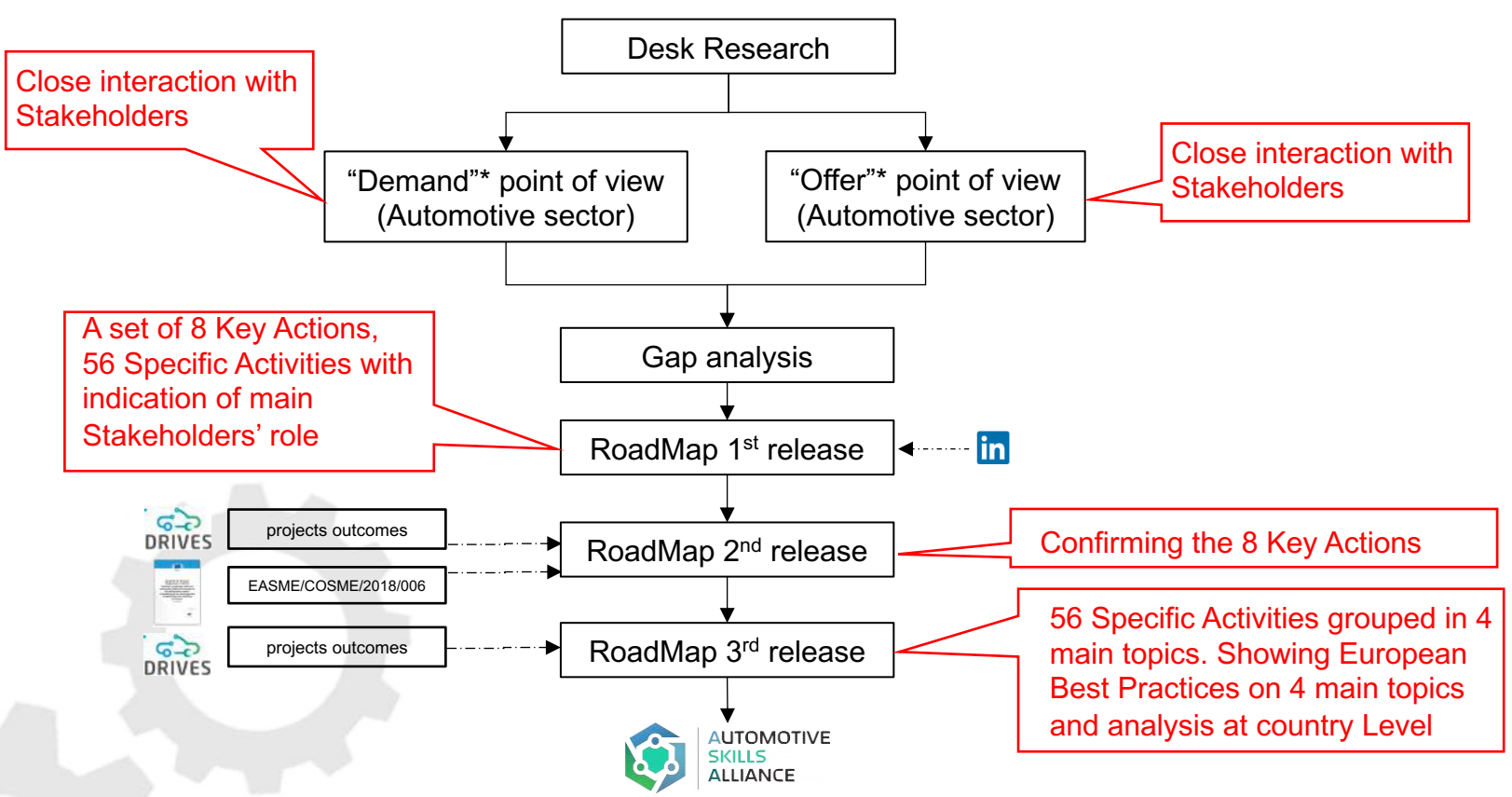
Development and Research on Innovative Vocational Education Skills

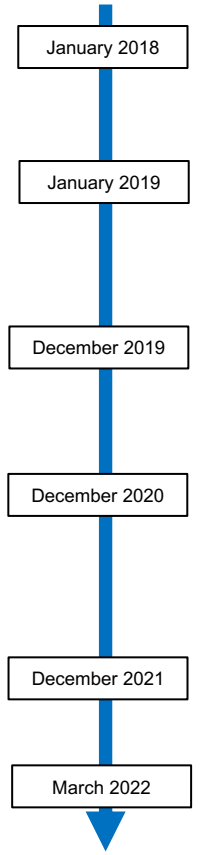
Sectoral Skills Intelligence and Strategy

Christian Baio, SPIN360, christian.baio@spin360.biz

Online, 24 March 2022

Methodology and Iterations





(*) Demand and Offer of skills and competences

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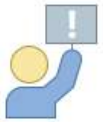
Gap Analysis



DEMAND
Point of view

INDUSTRY

OFFER
Point of view

EDUCATION & TRAINING PROVIDERS

DRIVERS OF CHANGE, SKILLS & JOB ROLES

TRAINING PROVISION MECHANISMS

RECOGNITION AND QUALIFICATION

FRAMEWORKS

ATTRACTIVENESS

<- IDENTIFIED GAPS ->

Validated by Automotive stakeholders

ROADMAP WITH 8 KEY ACTIONS AND 56 SPECIFIC ACTIVITIES

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Drivers of Change

Drivers of Change are those factors which bring change in the industry

2 DIMENSIONS OF ANALYSIS:

- *IMPORTANCE* (0=not important, 5=most important)
- *URGENCY* (timeframe by 2020 → 5, by 2025 → 3 and 2030 and later → 1)

5 CATEGORIES (and 23 specific Drivers):

1. NEW TECHNOLOGIES AND BUSINESS MODELS
2. CLIMATE GOALS, ENVIRONMENTAL AND HEALTH CHALLENGES
3. SOCIETAL CHANGES AND CHANGE IN THE WAY THAT CONSUMER ACCESS, PURCHASE AND USE CARS
4. STRUCTURAL CHANGES
5. GLOBALISATION AND RISE OF NEW PLAYERS

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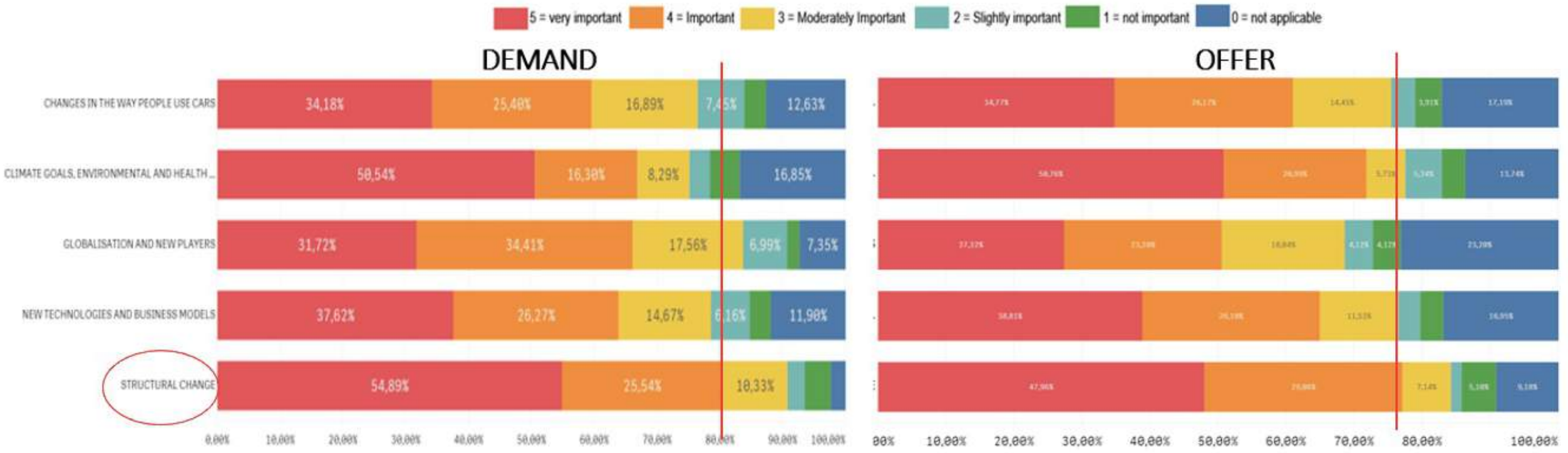
Drivers of Change : Importance



acquisition of new skills
continuous training

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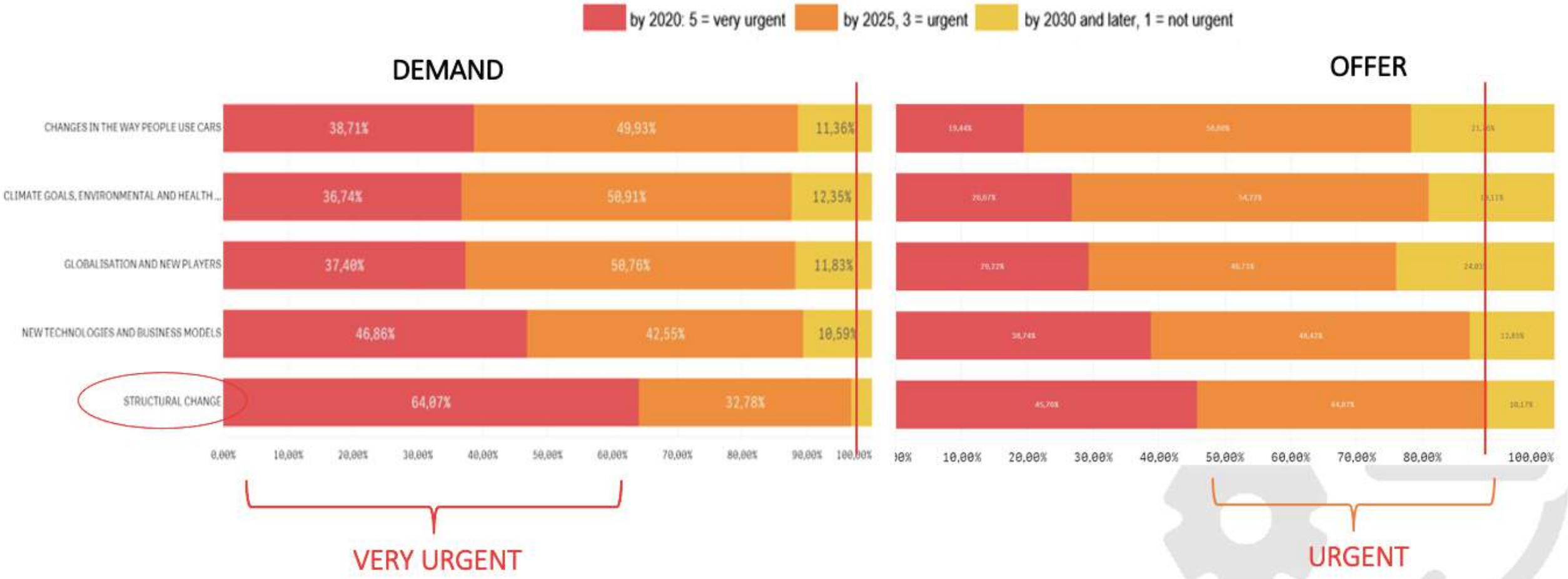
Drivers of Change : Urgency



continuous training

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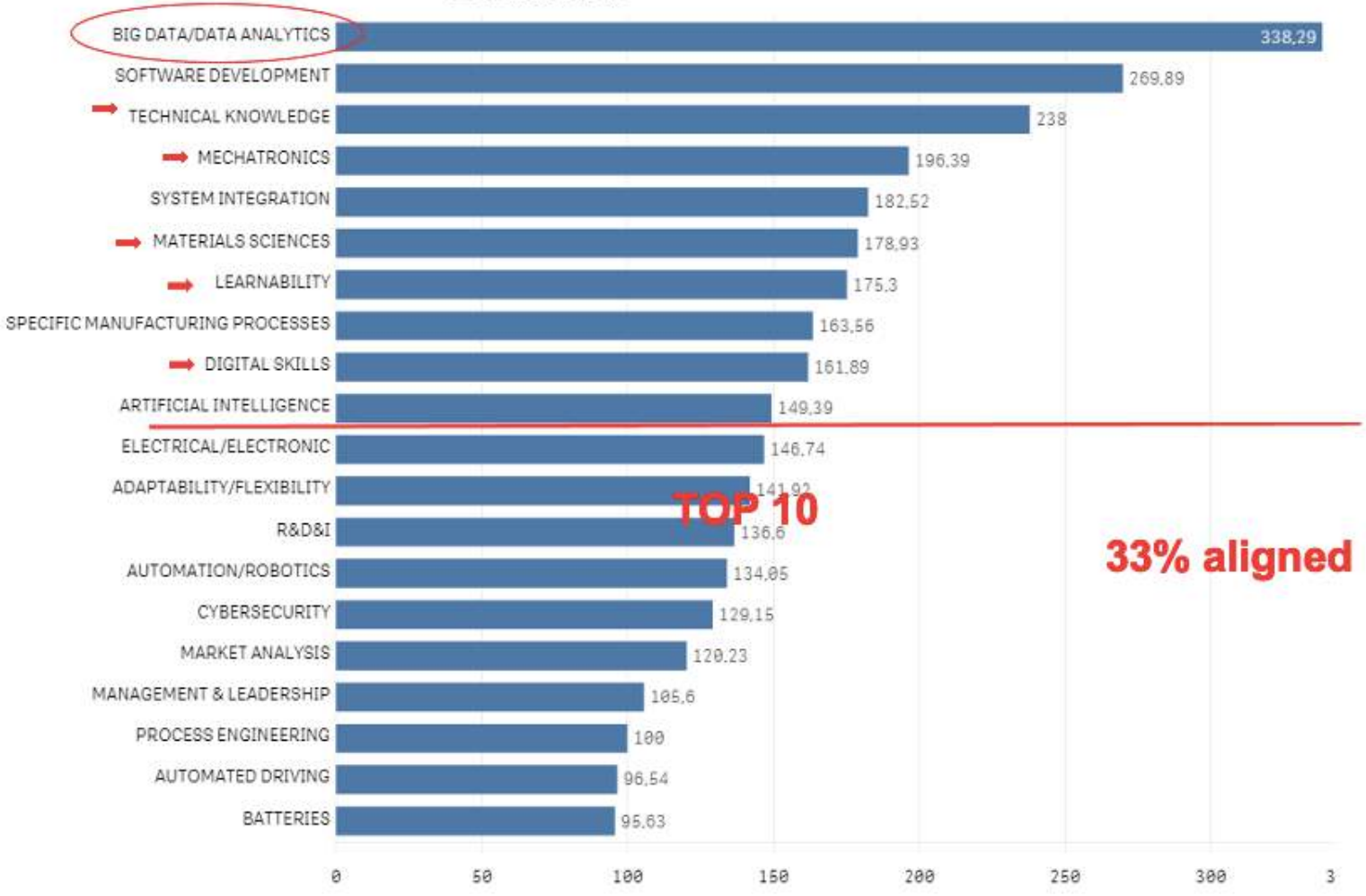
DRIVES Skills

DEMAND



33% aligned

OFFER

SKILLS	% GRADUATES (per year)
CONTINUOUS IMPROVEMENT	9,45%
TECHNICAL KNOWLEDGE	9,43%
FOREIGN LANGUAGES	6,04%
COMMUNICATION	5,65%
LEARNABILITY	4,81%
TEAMWORK	4,59%
MATERIALS SCIENCES	4,20%
FUNCTIONAL SAFETY	3,88%
PROCESS ENGINEERING	3,82%
PRODUCT DEVELOPMENT	3,48%
ADAPTABILITY/FLEXIBILITY	3,15%
BEHAVIOURAL AGILITY	3,06%
MECHANICAL	2,96%
DIGITAL SKILLS	2,92%
CREATIVITY	2,81%
ELECTRICAL/ELECTRONIC	2,55%
PROBLEM SOLVING	1,95%
CRITICAL THINKING	1,93%
IOT & CLOUD	1,91%
ENTREPRENEURSHIP	1,89%
MAINTENANCE	1,76%
MECHATRONICS	1,15%
OPTIMIZE ACTIVITIES	1,08%

TOP 20

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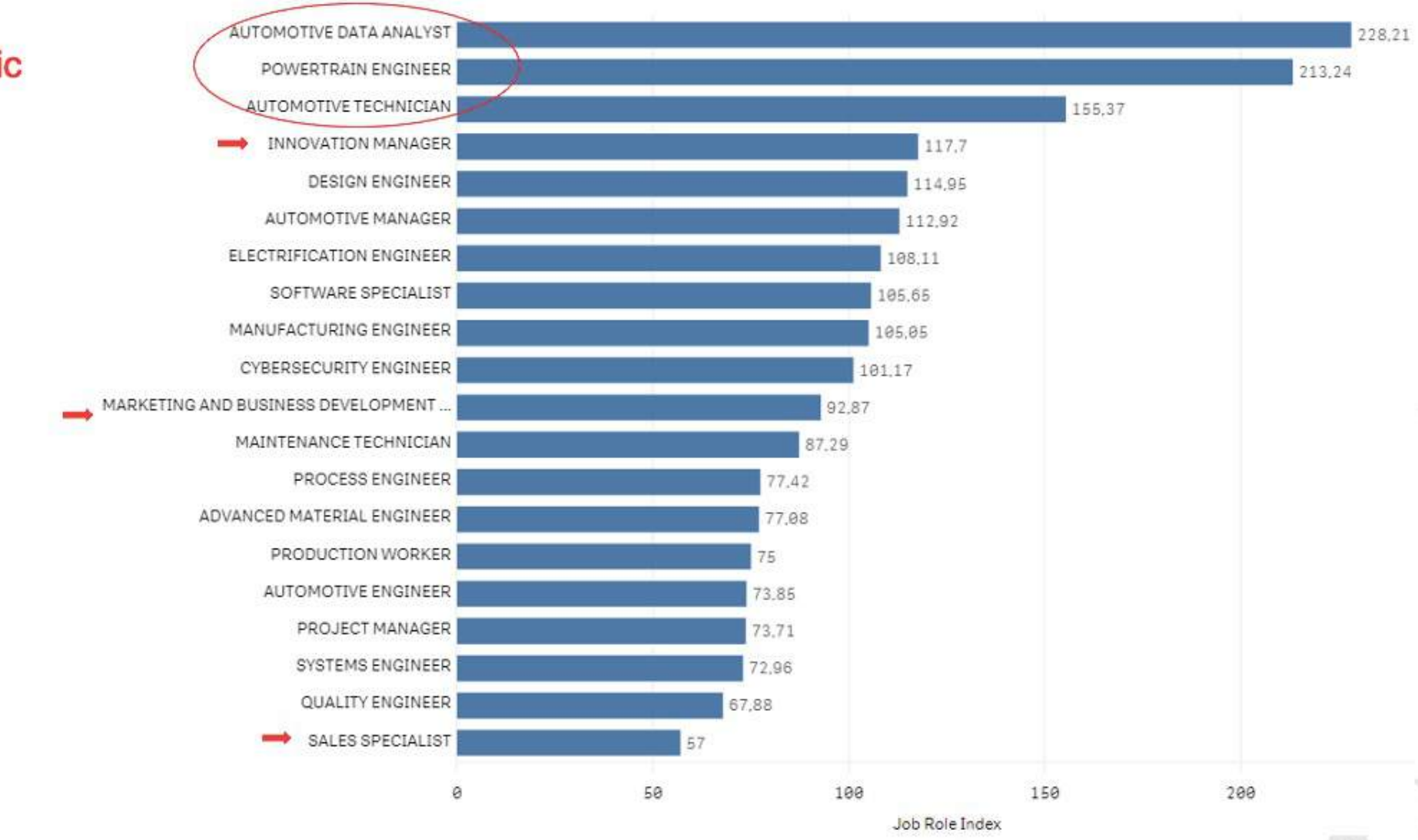
Top 20 Job Roles (Demand)

"Automotive" specific

Transversal

Sales & Marketing

Sales & Marketing



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Gap Analysis and Roadmap Creation

This analysis illustrates and confirms that STRUCTURAL CHANGES (continuous training, acquisition of new skills) are considered as "very urgent" from the DEMAND, whereas they are "urgent" from the OFFER side.

Job Roles and Skills needs to be better evaluated between DEMAND and OFFER

The exchange of information between the main groups of stakeholders should be improved to better understand the real need of urgency

OFFER stakeholders should modify educational processes and content according to the needs of the DEMAND side with a continuous and planned exchange of information.

It is moreover important to provide reference definition of skills and job roles relevant for automotive-mobility ecosystem with an online database of available training courses

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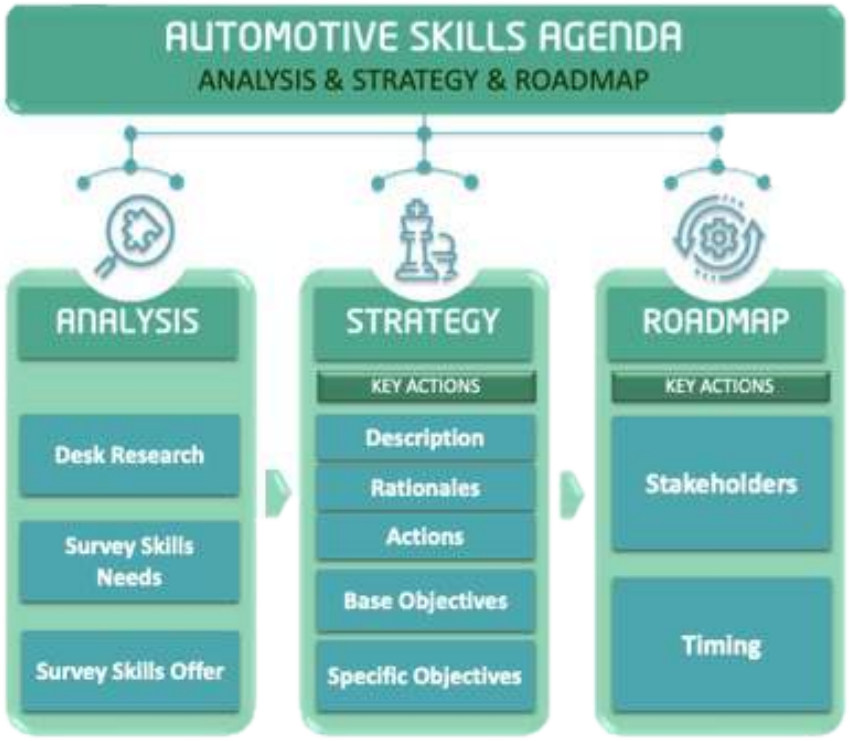
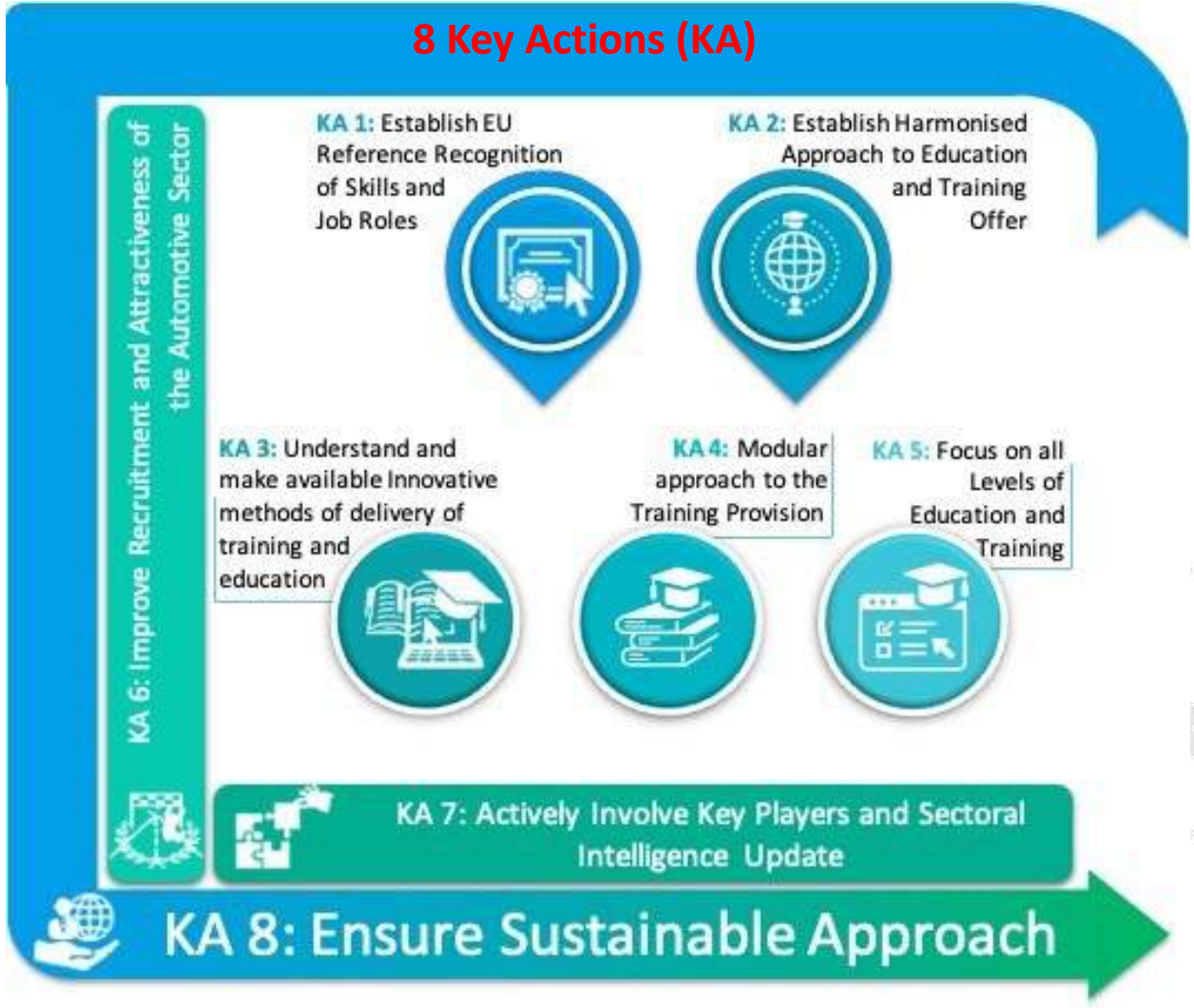
Roadmap 1st Release





- The **gap analysis led to the strategy and roadmap** for the Automotive sectoral skills agenda
- **First release early 2020**
- **Updates in December 2020 and December 2021**

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8 Key Actions

KEY ACTION 1:

ESTABLISH EU REFERENCE RECOGNITION OF SKILLS AND JOB ROLES

KEY ACTION 2:

ESTABLISH HARMONISED APPROACH TO EDUCATION AND TRAINING OFFER

KEY ACTION 3:

UNDERSTAND AND MAKE AVAILABLE INNOVATIVE METHODS OF DELIVERY OF TRAINING AND EDUCATION

KEY ACTION 4:

MODULAR APPROACH TO THE TRAINING PROVISION

KEY ACTION 5:

FOCUS ON ALL LEVELS OF EDUCATION AND TRAINING

KEY ACTION 6:

IMPROVE RECRUITMENT AND ATTRACTIVENESS OF THE AUTOMOTIVE SECTOR

KEY ACTION 7:

ACTIVELY INVOLVE KEY PLAYERS AND SECTORAL INTELLIGENCE UPDATE

KEY ACTION 8:

ENSURE SUSTAINABLE APPROACH

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56 Specific Activities

CODE	SPECIFIC
KA 1-1.1	1.1. Define the importance of national/regional standards definitions and the rules for their recognition within EU ontology
KA 1-1.2	1.2. Define and assure coherence with ESCO definition
KA 1-2.1	2.1. Establish a common methodology to the harmonisation of skills ontology in order to facilitate identification and description of skills
KA 1-2.2	2.2. Establish a common methodology to the harmonisation of job roles ontology in order to facilitate identification and description of job roles
KA 1-4	4. Adoption of the reference framework by the key stakeholders, including large, medium and small industry
KA 1-2.3	2.3. Establish framework that functions as intermediary body facilitating encounters between different stakeholders
KA 1-3.2	3.2. Establish or connect with skills domain groups of industry experts tasked with updating new and emerging job roles
KA 7-7.1	7.1. Create "skills domains working groups" among (as minimum) VET providers and industry representatives to focus on the analysis of drivers of change and their consequences on VET evolution
KA 7-7.2	7.2. Promote discussion within the "domains working groups" on the evolution of job roles and its consequences on VET and training, VET provision mechanisms and their effectiveness for industrial stakeholders, skills recognition
KA 7-7.3	7.3. Promote discussion within the "domains working groups" on the evolution of the sector, its technologies and drivers of change
KA 7-8.2	8.2. Ensure the feasibility of the activities listed in this Roadmap through the involvement of regional, national and EU institutions – this support should include also financial means.
KA 8-1	1. Establish Automotive Skills Alliance
KA 1-3.4	3.4. Work with research think tanks and data collection agencies f
	3.5. Utilise existing automotive employer groups

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Roadmap 2nd Release

A deep verification on the 8 Key Actions (KA) with stakeholders

stakeholders reported that the Key Actions are valid and their implementation is crucial an it was possible to rank the most urgent actions as perceived by stakeholders:

- Build a common dialogue platform to inform companies and VET providers about the different needs and create a common vision for the future;
- Establish the Automotive Skills Alliance;
- Define and assure financial sustainability of the alliance;
- Support the implementation of the Key Actions;
- Ensure overall sustainable support from key stakeholders;
- Create links between automotive businesses and VET providers for widespread sharing of the results of intelligence update outcomes;
- Act as a platform for the Automotive Skills Agenda and stimulate its continuous development;
- Harmonise a set of areas and base and specific objectives that will reflect all elements of the skills agenda.

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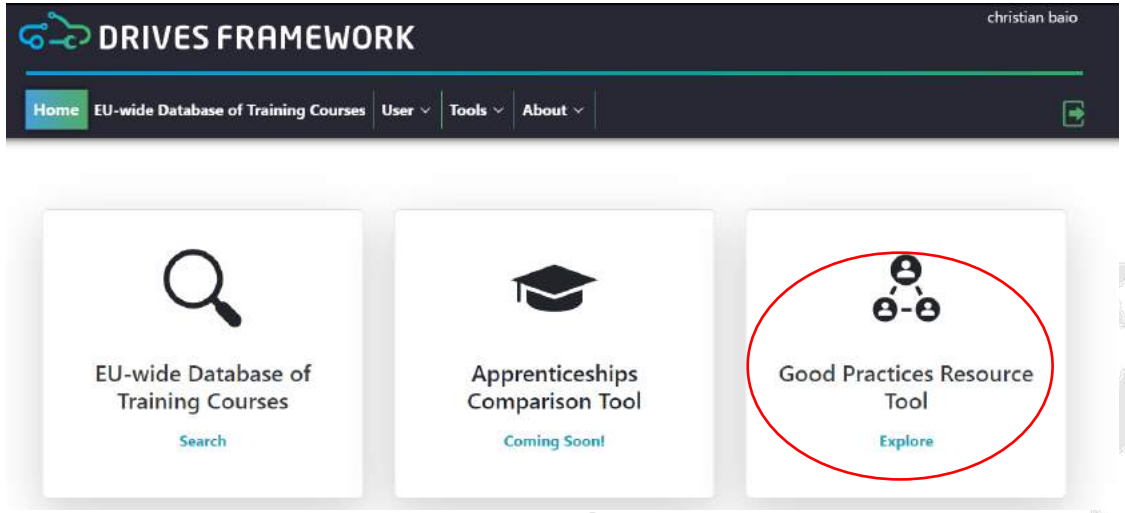
Roadmap 3rd Release

A deep verification on the 56 Specific Activities with stakeholders

Based on the gap highlighted between «Demand» and «Offer» and a close interaction with stakeholders it was possible to group the 56 specific activities into 4 main common topics:

1. STANDARD DEFINITION
2. FACILITATING ENCOUNTERS BETWEEN DIFFERENT STAKEHOLDERS
3. INTELLIGENCE
4. TRAINING PROGRAMMES



…and using project DRIVES outcomes to match them with the **Good Practices** already on going in Europe

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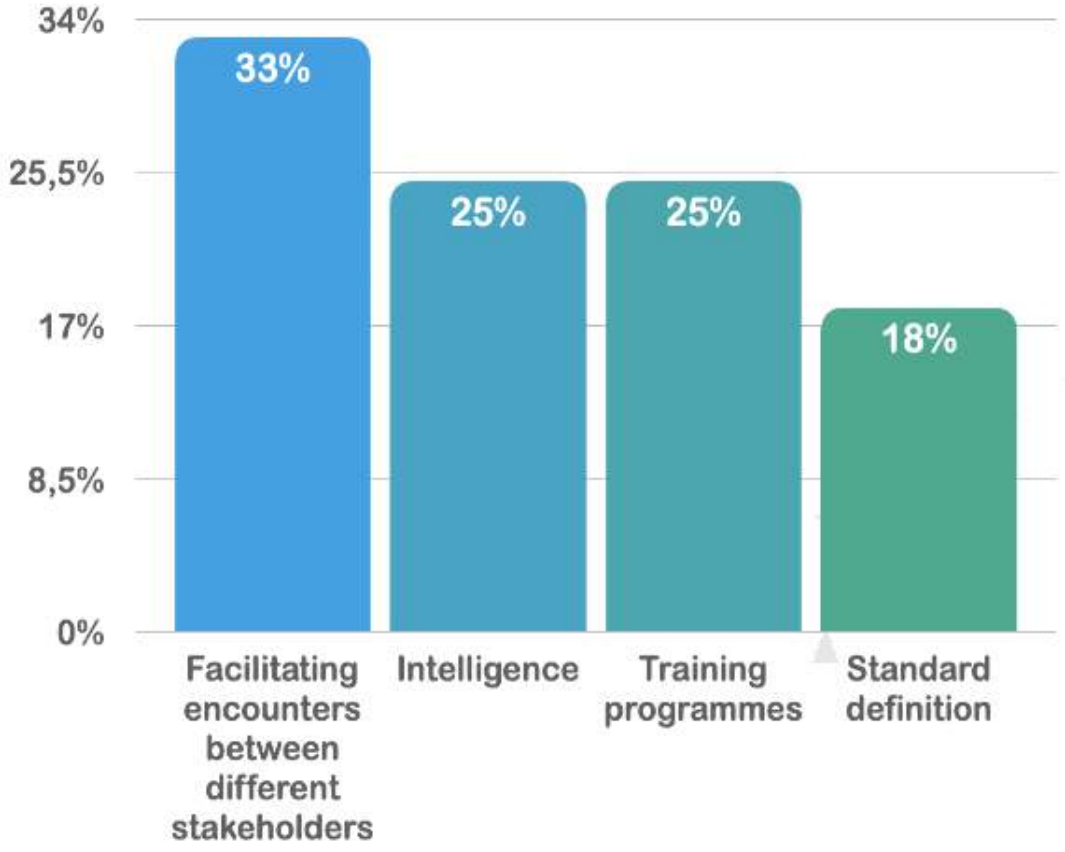
Highlights From the Overall Assessment



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Next Steps for DRIVES

The collected information and the outcomes are used by ASA

(https://automotive-skills-alliance.eu/)

AUTOMOTIVE SKILLS ALLIANCE

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Development and Research on Innovative Vocational Education Skills

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Stakeholder registration

More information at:

www.project-drives.eu

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Development and Research on Innovative Vocational Education Skills

DRIVES Learning Approach

Damjan Ekert, ISCN, dekert@iscn.com
Dr. Richard Messnarz, ISCN, rmess@iscn.com
Dr. Jakub Stolfa, VSB-TUO, DRIVES Coordinator & ASA Leader, jakub.stolfa@vsb.cz

Online, 24 March 2022

DRIVES Training Offer

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Emerging Job Roles Definition

Training Offer →  Job Role Descriptions

- Based on the **needs of industry identified via Survey Demand**, DRIVES project partnership defined **a set of Job Roles** to coupe with the **future drivers of change** in the automotive industry

- **Each Job Role is <u>publicly available</u>**
  - Short fact sheet
  - Skill cards describing the skill and competence
  - in the form of learning outcomes
  - Online browsing possibility

Job Roles Titles	Leaflet	Skills Cards	Portal
ADAS/ADF TESTING AND VALIDATION ENGINEER	pdf	pdf	Browser
ARTIFICIAL INTELLIGENCE Technician	pdf	pdf	Browser
COMPUTER VISION EXPERT	pdf	pdf	Browser
MACHINE LEARNING Engineer	pdf	pdf	Browser
SENSOR FUSION EXPERT	pdf	pdf	Browser
AUTOMOTIVE ENGINEERING CAD, CAE, CAM	pdf	pdf	Browser
PRACTITIONER IN AUTOMOTIVE SPICE®	pdf	pdf	Browser
CONNECTED VEHICLES EXPERT	pdf	pdf	Browser
CONNECTED VEHICLES TECHNICIAN	pdf	pdf	Browser
AUTOMOTIVE CYBERSECURITY ENGINEER	pdf	pdf	Browser
AUTOMOTIVE CYBERSECURITY TESTER	pdf	pdf	Browser
AUTOMOTIVE CYBERSECURITY MANAGER	pdf	pdf	Browser
RUBBER TECHNOLOGIST - BASIC LEVEL	pdf	pdf	Browser
ADVANCED POWERTRAIN ENGINEER	pdf	pdf	Browser
FUNCTIONAL SAFETY MANAGER STRATEGY LEVEL	pdf	pdf	Browser
FUNCTIONAL SAFETY PROJECT MANAGER			

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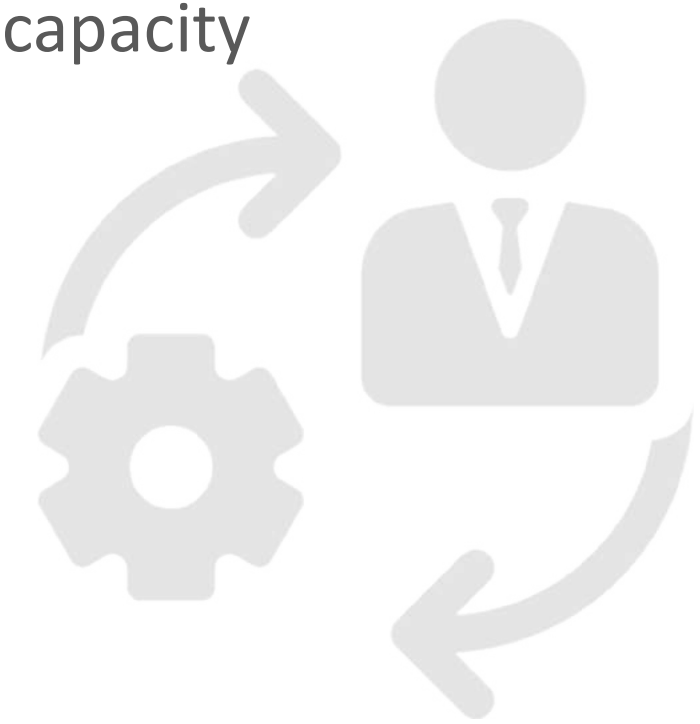
DRIVES Learning Platform

Training Offer

learn.drives-compass.eu

- **Set of online trainings** in the form of **MOOCs** (**28 online training courses** available since 2021**)**
- **Courses with trainer interaction** with specific date and capacity performed in 2021

- **DRIVES Learning Platform** learn.drives-compass.eu



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DRIVES Learning Platform

Training Offer

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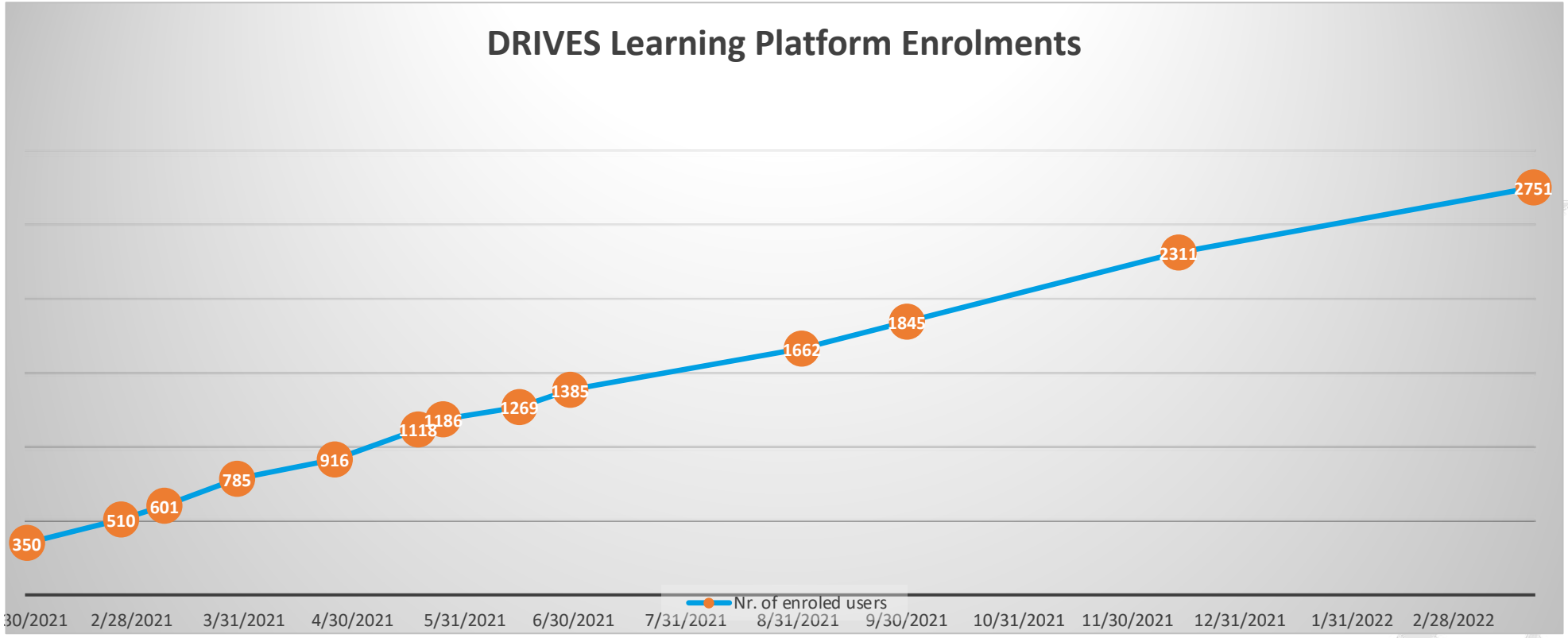
- More than 2700 participants enrolled to the DRIVES Learning Platform



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DRIVES Learning Platform

Training Offer

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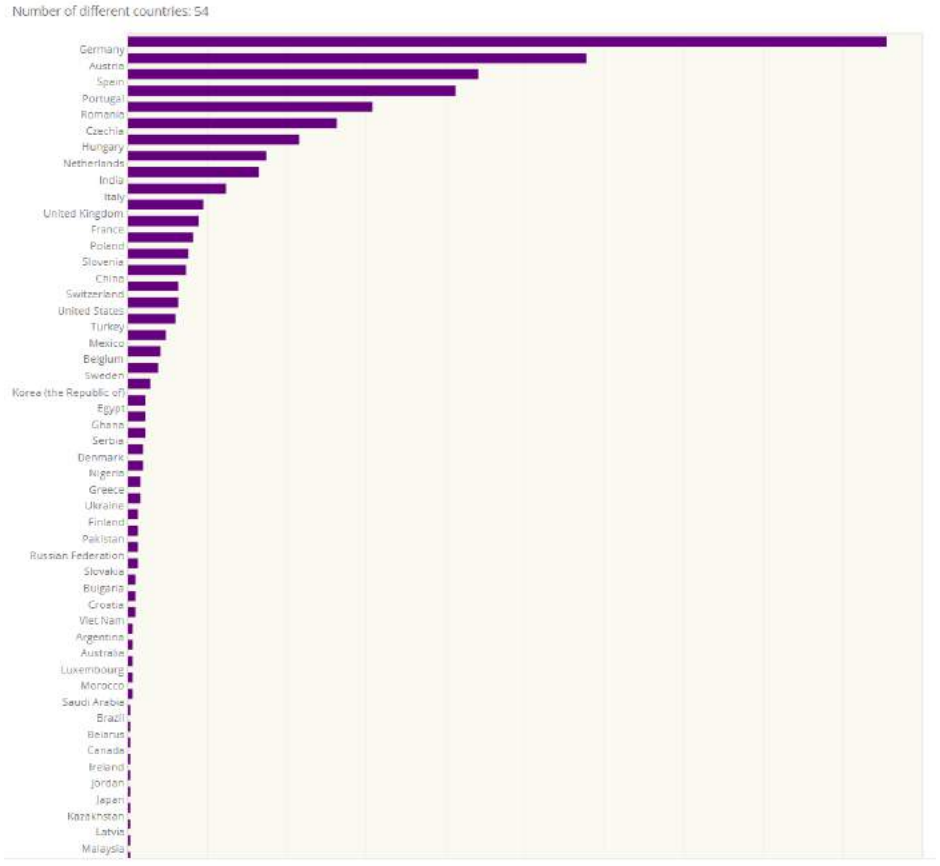
Participants from 54 countries



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DRIVES Learning Platform

Training Offer

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Live demo

DRIVES Learning Platform

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Contact presenter:

Damjan Ekert & Dr. Richard Messnarz, ISCN, Austria
Email: dekert@iscn.com

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Development and Research on Innovative Vocational Education Skills

EU-wide Database

DRIVES Framework

Marek Spanyik, VSB-TUO,
DRIVES WP4 Leader, ALBATTS WP3 Leader, ASA WG3 Leader
marek.spanyik@vsb.cz

DRIVES Final Event
24/03/2022

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Presentation Outline

- EU-wide Database Concept
- EU-wide Database Structure
- EU-wide Database Features
- Demo

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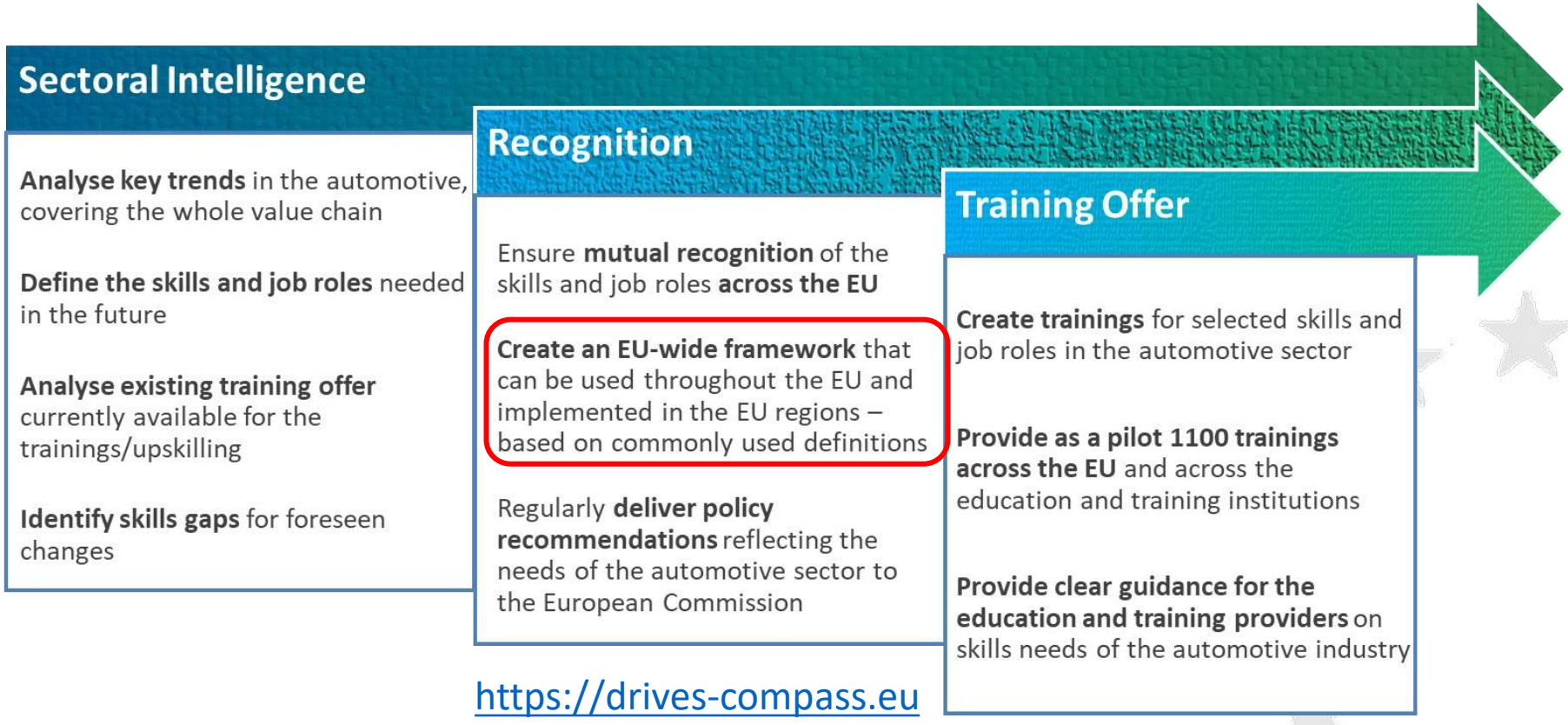
Context



https://drives-compass.eu

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DRIVES

Concept and Features

DRIVES Framework

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DRIVES Framework Ambition

Reference Recognition and Description of Job Roles and Competence

- Continuous definition of skills and job roles specific for Automotive-Mobility Ecosystem
- Based on ESCO with own layer for Automotive-Mobility Ecosystem

EU Wide Database of Training Courses for Automotive-Mobility Ecosystem

- One single point of the training courses offer
- Advanced filtering possibilities
- Advertisement of the training offer on the whole EU market

Harmonized Approach to Recruitment and Mobility of Workforce Across the Automotive-Mobility Ecosystem

- Trainees receive Digital Badges (micro-credentials) for skills/competences issued by training completion
- Trainees can see their training progress and achievements

Quality Pledge of the Training Courses Across the EU

- Builds on existing schemes and accreditation bodies
- Existing certificates are issued in parallel to the Digital Badges

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DRIVES Framework Structure

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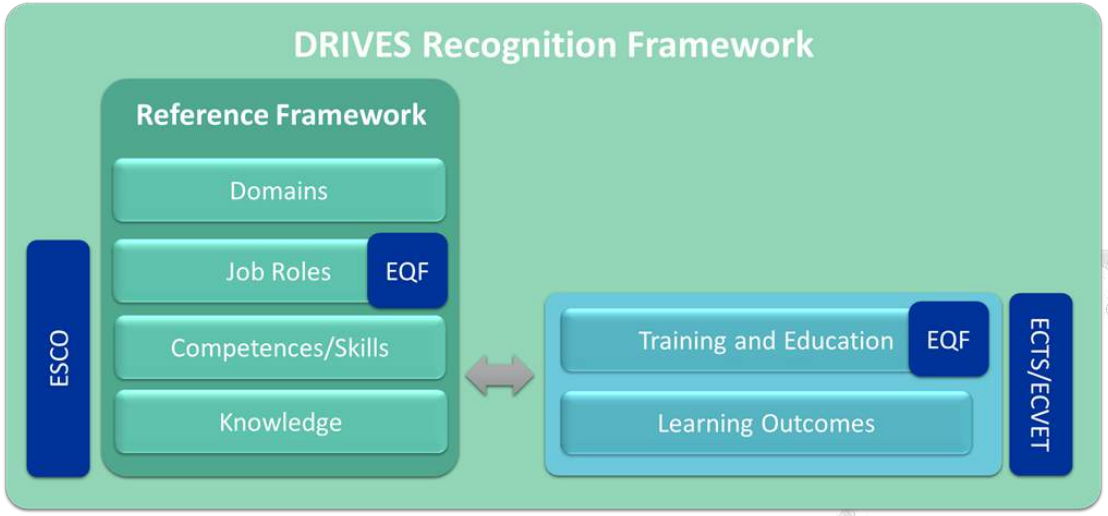
DRIVES Framework Structure

- Provision of **simplified and harmonized approach to upskilling and reskilling** of the current and future workforce
- Provision of **clear definitions of Job Roles and its Competences/skills**, specific for Automotive Sector
- Provision of an **EU wide database of training courses and education opportunities of the sector**



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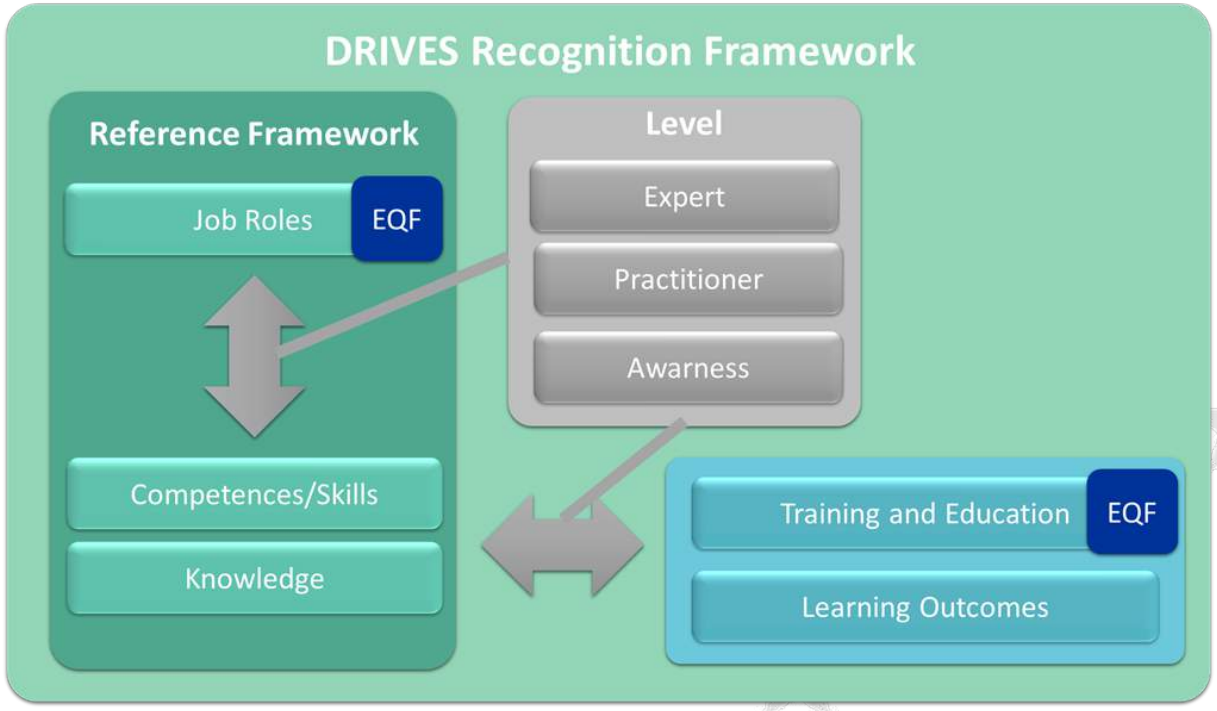
DRIVES Framework Structure

- **Three levels** defines the **maturity** of the **Competence/Skills** needed for particular Job Role
- The same levels are applied to **mapping of Training and Education to Competence/skills** provided by the Training and Education



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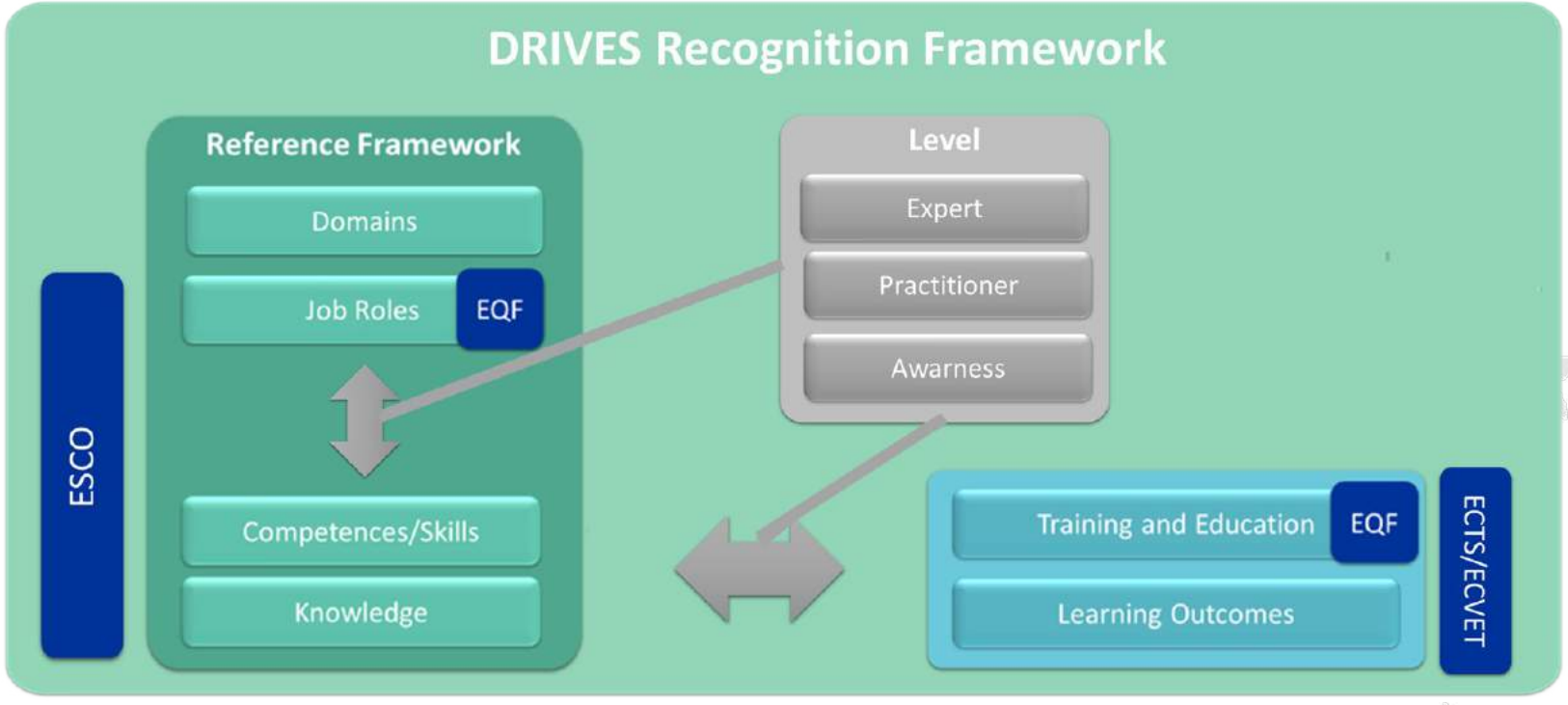
DRIVES Framework Structure



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DRIVES Framework Overview

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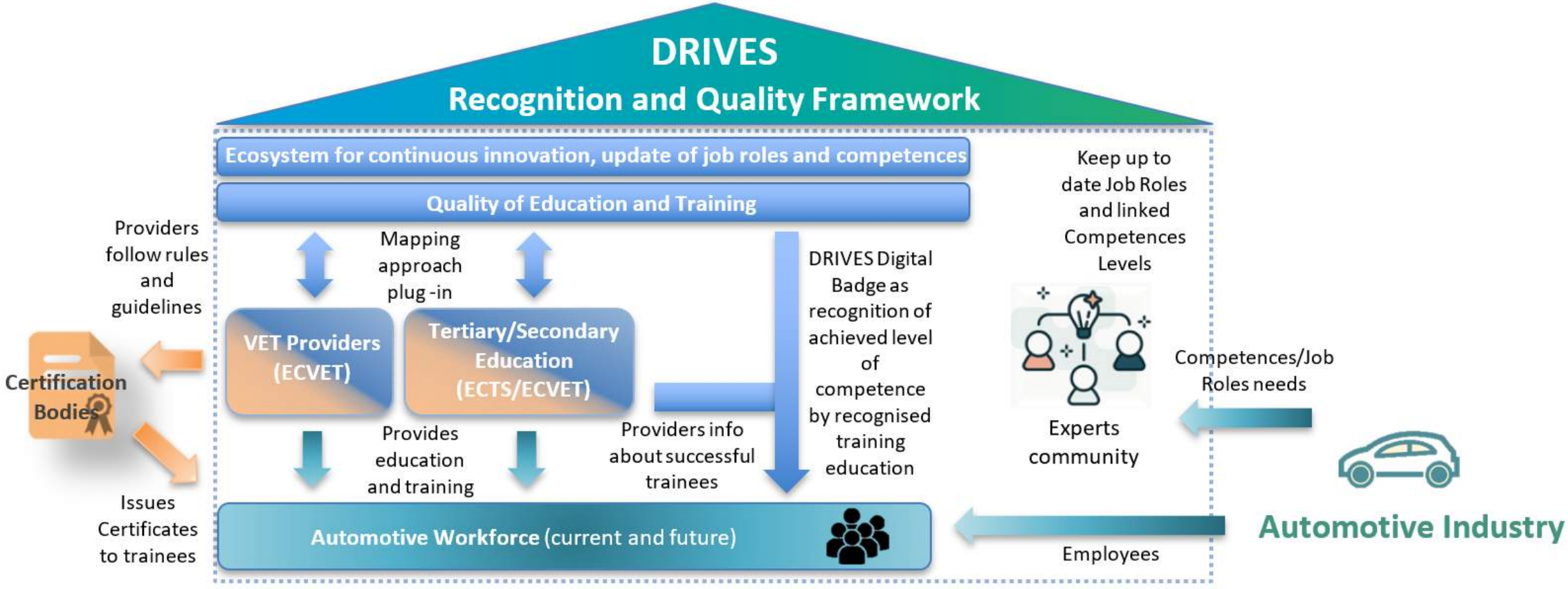
Overview of Overall DRIVES Framework



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DRIVES Framework Overview

Mapping Approach

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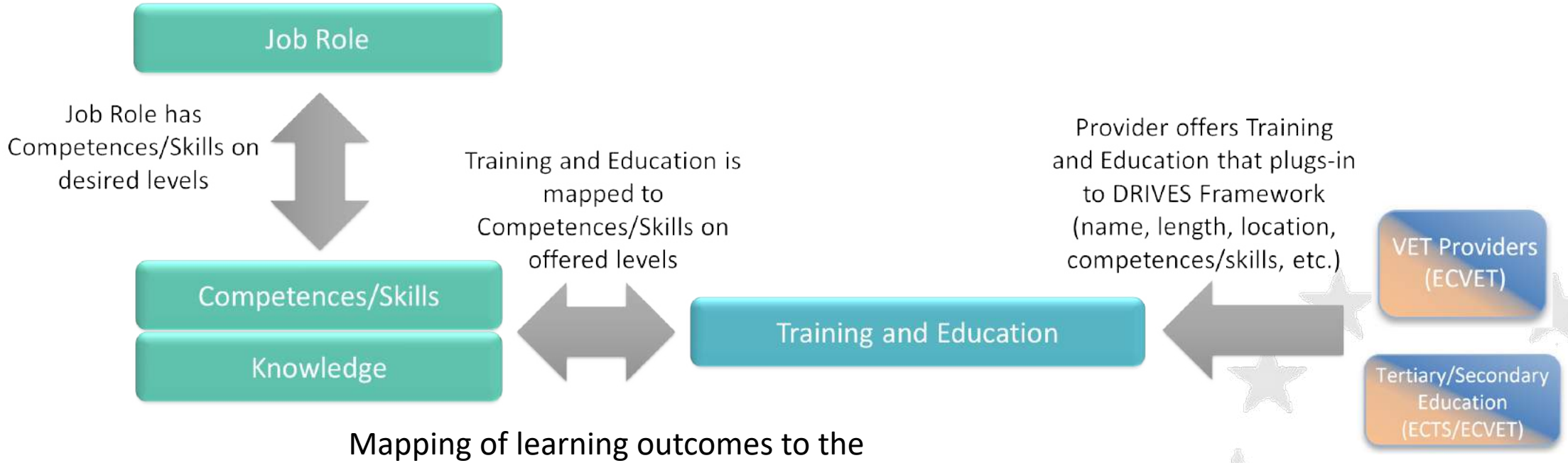
Mapping Approach – Plug-in



Mapping of learning outcomes to the skills/competence and knowledge concepts

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Mapping Approach – Plug-in

- By that **training courses are offered in the DRIVES Framework** online platform – free plug-in available to providers after registration

- **Training courses are recognized and offered across EU**

- **Trainees** could receive a **DRIVES Digital Badge** when they complete their training alongside the traditional certificate (outside the Framework)

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DRIVES Framework Overview

DRIVES Digital Badge

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DRIVES Digital Badge

- **Digital Badge** is proven and recognized **achievement of Competence(skill) and its level**
  - E.g. Artificial Intelligence – level Expert
- **Digital Badge is parallel to existing certificates**
- **Trainee** after successful training **receives DRIVES Digital Badge for Competence(skill) and its levels achieved**
  - Could see it in the system, share to social networks, etc.
- **Training organization** with its training courses plugged-in DRIVES Framework **register trainees to the system** to be able to receive DRIVES Digital Badge

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DRIVES Digital Badge – Additional Possibilities

- **Trainee based on successful completion of training course receives the DDB** (Drives Digital Badge) **for all competences/skills (on defined levels) linked to the training**.

- **Recognition criteria** influence the type of the badge

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DRIVES Digital Badge – What is it?

- Example: Assertion - Drives Compass (drives-compass.eu)
- **Badge provide a flexible way to recognize learning** wherever it happens, in and out of formal education and the workplace. They can represent any achievement from simple participation to evidence-backed competency development

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DRIVES

DRIVES Framework Overview

DRIVES Ecosystem for Job Roles and Skills update

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Ecosystem for Continuous Update

- **Job roles definitions and competence/skills definitions** in the system needs to be continuously updated – reaction to the changes in the sector, expanding to the other domains in the sector

- **Update by**
  - **Community approach** – Automotive stakeholders community (training providers, certification bodies, companies, academia, etc.) could update job roles and competence/skills definitions and its linkage online with approval process
  - **Community meetings** (domain focused, skills focused, etc.) – focused to discuss the latest job roles and skills
  - **Survey inputs** – propose changes to wiki community

- By that actual and sector specific list of **competence/skills and linked job roles in Automotive Sector**

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Ecosystems – Domain Groups

- **DRIVES Job Roles and Skills**
- **Additive Manufacturing - SAM Project**
- **ALBATTS Project** - Coming Soon
- **Electronics** - Coming Soon
- **Cybersecurity**
- **Other ecosystems are welcome**

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Ecosystem

DRIVES Framework

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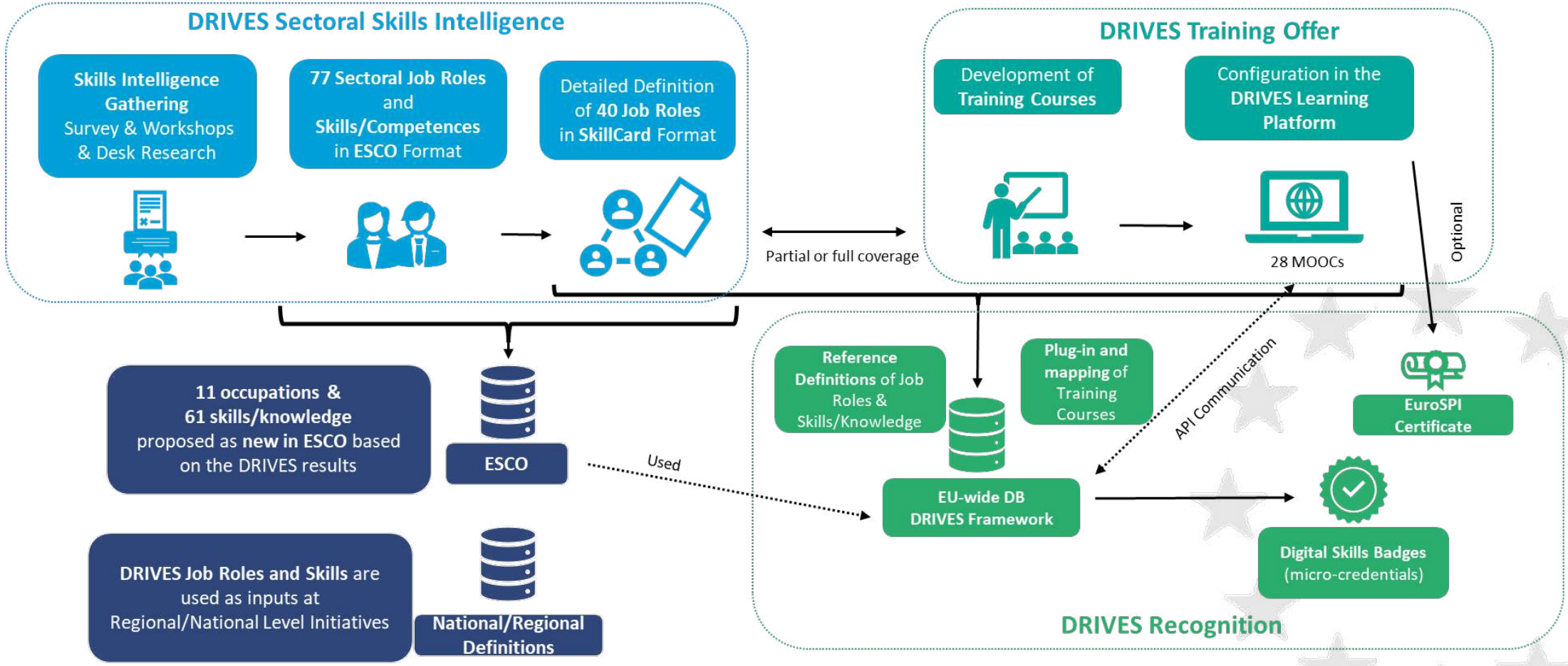
The Way to the EU-wide DB in DRIVES Project



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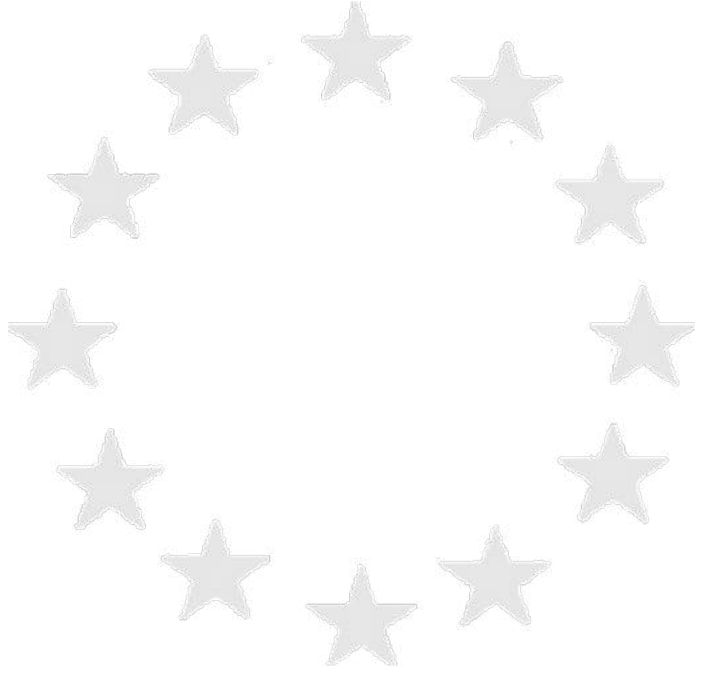
DEMO

DRIVES Framework



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DEMO

- CASE1: **Individual searching for Training**
- CASE2: **Individual managing his achievements**
- CASE3: **Training provider updates and manages his courses**

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Apprenticeships Perspective

Mick Feloy, DRIVES Consultant - Apprenticeship work programme (Enginuity)
feloy@btopenworld.com

Online, 24 March 2022

Apprenticeship Programme – Key Achievements

Automotive Apprenticeship Marketplace Report in 2020 and UPDATE Report 2021

Good Practice Resource

Apprenticeship Comparison Tool

Apprenticeship Toolkit

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Researching the Automotive Apprenticeship Marketplace

Automotive Apprenticeship Marketplace

- Enhance understanding of the current nature of the apprenticeship marketplace serving the EU automotive sector
- Highlight the problems and challenges
- Identify potential improvements

2 Document more recent patterns of change

0 Identify implications for the EU automotive apprenticeship marketplace

2 Highlight innovative ways of tackling challenges

1 Set out practical suggestions moving forward

UPDATED Report

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Good Practice Resource

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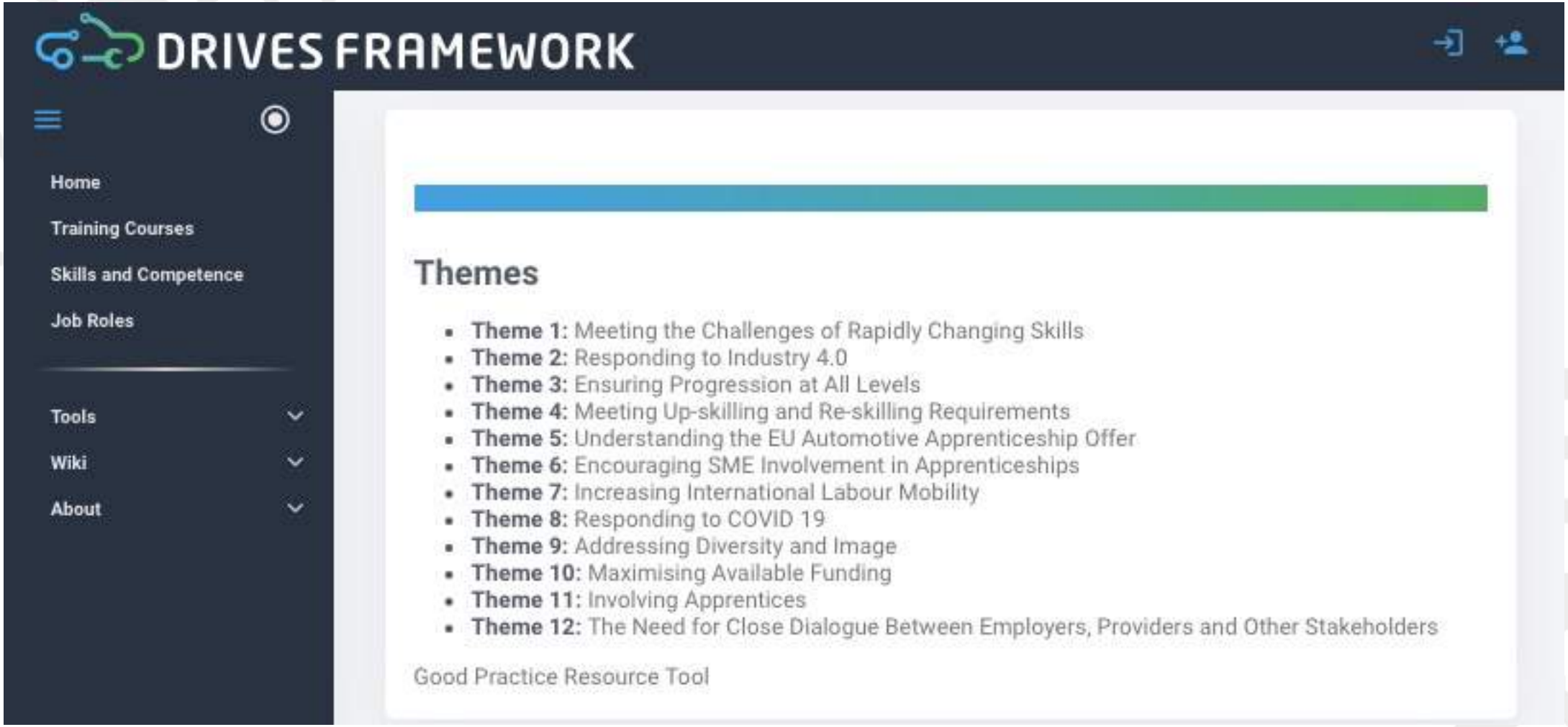

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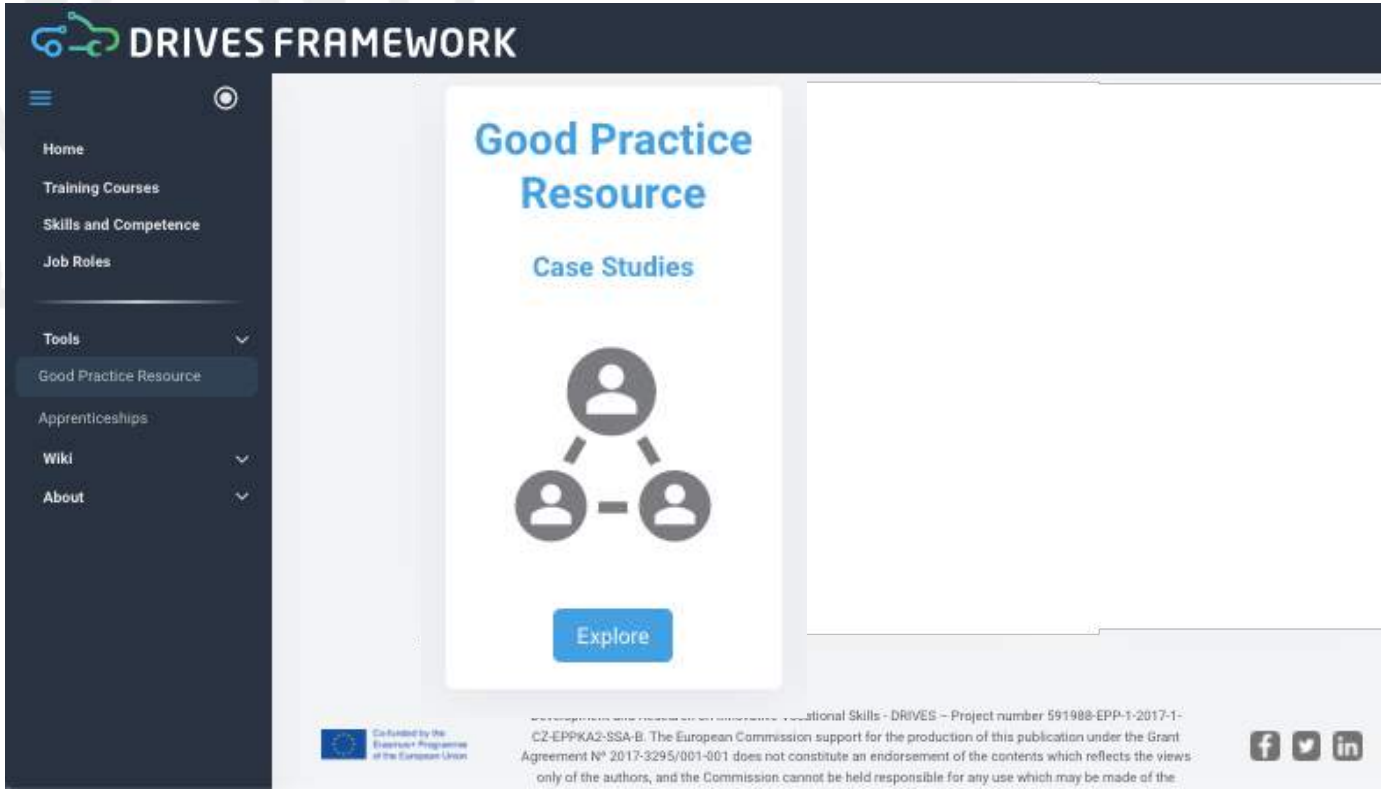

27 case studies. For each:

- Summary
- Background
- Product definition
- Implementation
- Challenges
- Outcomes
- Benefits
- Wider lessons and tips

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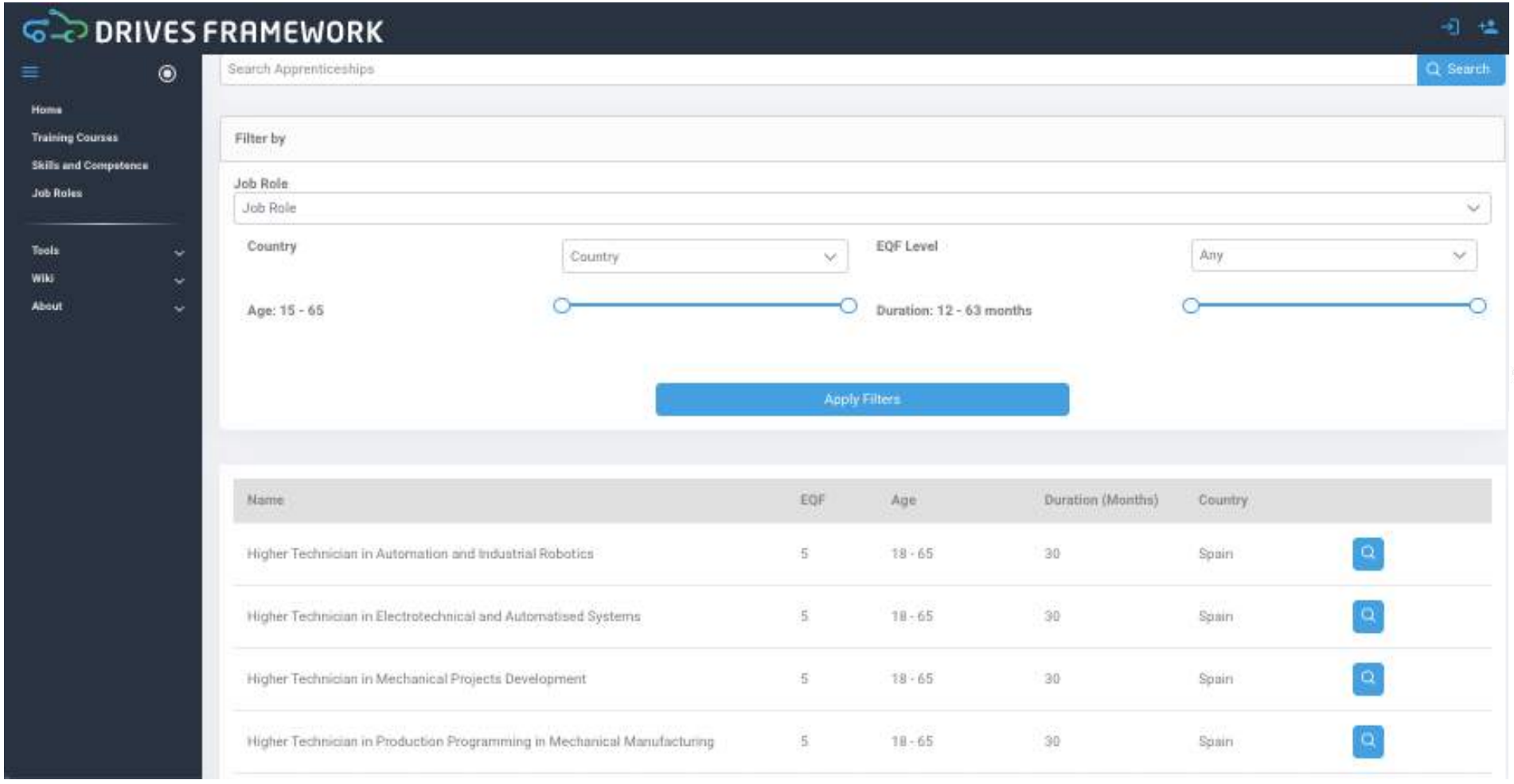
Apprenticeship Comparision Tool



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Apprenticeship Toolkit

Interactive Toolkit

- Resources
- Examples
- Templates
- Recommendations

Guidance on Each Case

- Workforce analysis
- Apprenticeship analysis
- Hiring an apprentice
- Apprenticeship recruitment
- Selection
- Onboarding

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The aim of the Blueprint is **to support an overall sectoral strategy and to develop concrete actions to address short and medium term skills needs.**

Follow DRIVES project at:

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More information at:

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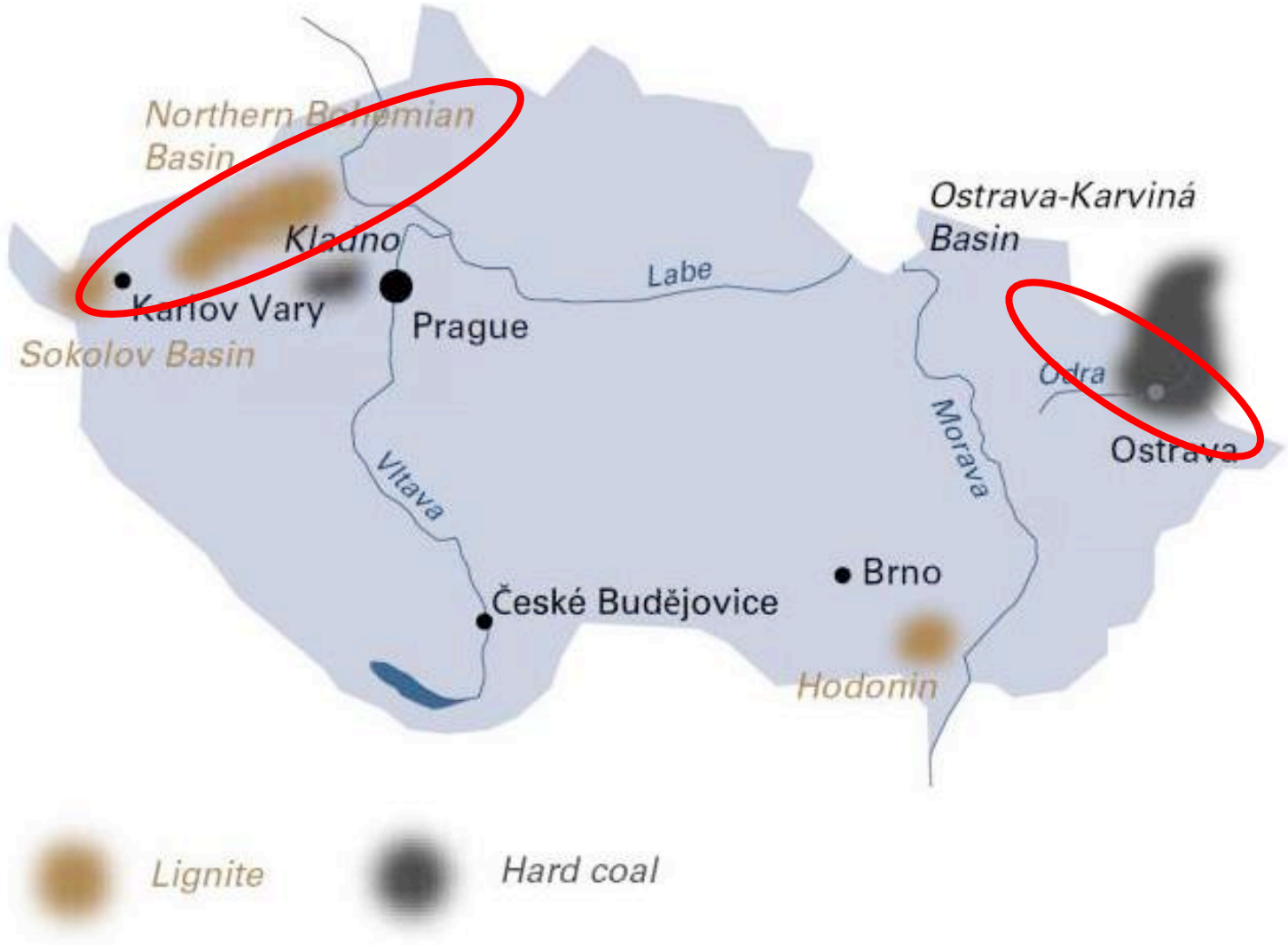
Transformation of the Moravia-Silesia Region and new skills development in automotive and other key sectors

Coal mining regions in Czechia covered by the JTF

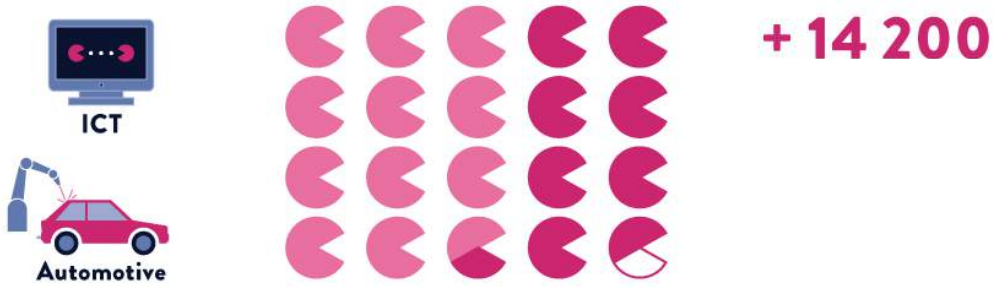


Transformation process in Moravia-Silesia

Moravian-Silesian Region

- **250** years of the hard coal mining in the area to be finished by 2021
- Transformation process since the **1990s**
- Strategic management of transformation since **2016** (RESTART)
- Participation in the Platform for Coal Regions in Transition (CRIT) since **2018**
- Regional Development Strategy of MSR **2019–2027**

… but we are no longer a region of miners



- Between 2000 and 2009, coal mining in the Moravian-Silesian Region **decreased by 75%**
- The number of persons employed in research and development **has doubled compared to 2005**
- In 10 years, **over 14,000** new jobs have been created in the sectors of IT and automotive
- **2nd highest share** of companies with technical innovations in the Czech Republic

Automotive Sector in Moravia-Silesia

- A local automotive cluster in the Moravia-Silesia Region – 88 members, including TIER1/OEM Companies

- Number of employees in the Czechia Automotive sector – 140 000, out of which **30 000+ are in the Moravia-Silesia**

MSPAKT Moravskoslezský pakt zaměstnanosti

Inputs from EU projects to be used in new transformation projects

- **TRAUTOM and TPA projects** will use **inputs from the strategic European Skills Agenda results** - Blueprint projects **DRIVES** (2018 – 2021, covers **Automotive Sector**) & **ALBATTS** (2019 – 2023, **Batteries for Electromobility Sector**)
- **Major inputs to be used: 40 DRIVES defined Job roles and DRIVES Learning Platform**

DRIVES
Development and Research on Innovative Vocational Education Skills

Emerging job roles **covering Automotive value-chain** (source):

DRIVES FRAMEWORK

DRIVES LEARNING PLATFORM

albatts

Job roles relevant to **charging infrastructure design, installation, and maintenance** (source):

Job roles relevant to **servicing, repair, and maintenance of electric vehicles and EV batteries** (source):

TRAUTOM

Strategic transformation project

TRAUTOM Objectives

- **Establish and maintain the regional up-/re-skilling ecosystem** to create the **framework for continuous massive up-/re-skilling.**
  - one-stop-shop service for companies
  - career guidance and training plan support
  - skills needs & offer mapping – using the results also from strategic European project DRIVES, ALBATTS, etc. under Automotive Skills Alliance
  - cross regional collaboration with similar European projects/initiatives – trough Automotive Skills Alliance
- **As a pilot of the framework to up-/re-skills 5000 people** to face the change and support both the **Automotive**-mobility pillar and the other carbon-intensive industries, such as **steel industry**

MSPAKT Moravskoslezský pakt zaměstnanosti

TRAUTOM - Pilot Project to JTF

- **TRAUTOM will have** a significant **impact on the competitiveness of the region and its industry** involved in the Automotive Ecosystem, following all its massive transformation – clean mobility, new materials, etc.

- The project will bring together **national key stakeholders involved in the Automotive Ecosystem**

- The project will **directly support the industry and the workforce in the region.** It will also **stimulate local training and education providers to match the quality rules and be able to provide their trainings** in EU-wide database provided by ASA **to other regions/Europe.**

MSPAKT Moravskoslezský pakt zaměstnanosti

TRAUTOM - Pilot Project to JTF

Provision of training courses to companies in MSK

- 50 % employees – up-/re-skill to meet the needs of their current/upgraded job role
- 25 % employees – up-/re-skill to meet the needs of a new job role
- 25 % employees – up-/re-skill to meet the needs of highly specialized technical skills

Continuous definition of skills needs with regards to the structure of the Automotive Ecosystem in MSK and the vision of future development

- **Coordination of training needs and offer** at local or European level (based on defined training needs in the region and the capacities of local providers, addressing other and international training providers who are in the ASA training system and can cover the needs of the MSK region)
- **Integrating local training providers into the EU education framework**
- **European cooperation with other pilot projects as member of ASA**

MSPAKT Moravskoslezský pakt zaměstnanosti

Technology and Entrepreneurial Academy

Strategic transformation project

Project owner: Moravia-Silesia Region

Project costs: cca 45 MEUR

Project focus: Development of new training programs and application/dissemination through training of teachers for VET

Project inspiration: TKNIKA in Basque region of Spain

Project timeline:

- **Preparatory and pilot phase:** 2.Q 2021–2023

- **Full scale implementation:** 2024–2027


Tk
Tknika
Tk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ROBOT
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TOOL STORAGE
PRODUCTION WORKSHOP
QUALITY CONTROL
FINISHED PRODUCT STORAGE
PREPARATION
VERIFICATION


SMC
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GEL

Thank you for your attention

zdenek.karasek@msk.cz

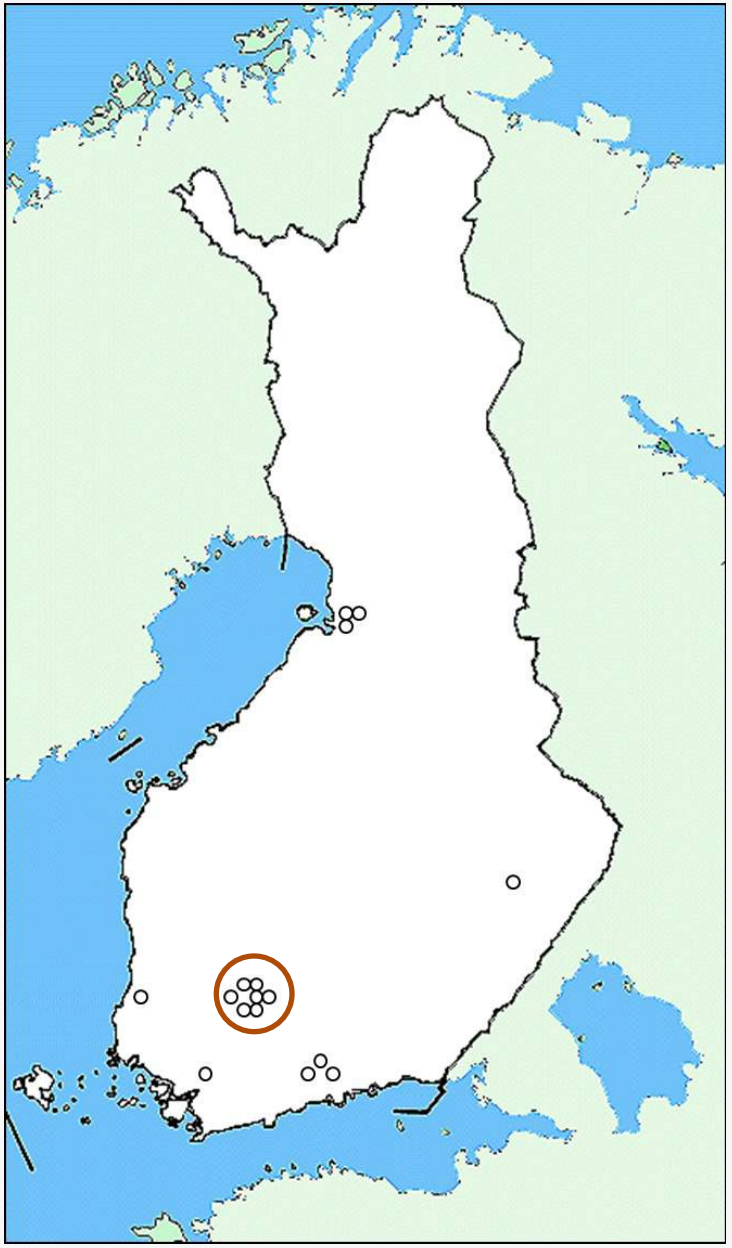
Kumiteollisuus ry

Regions and Skills in the Automotive Industry

Covid -19, Skills & Competence

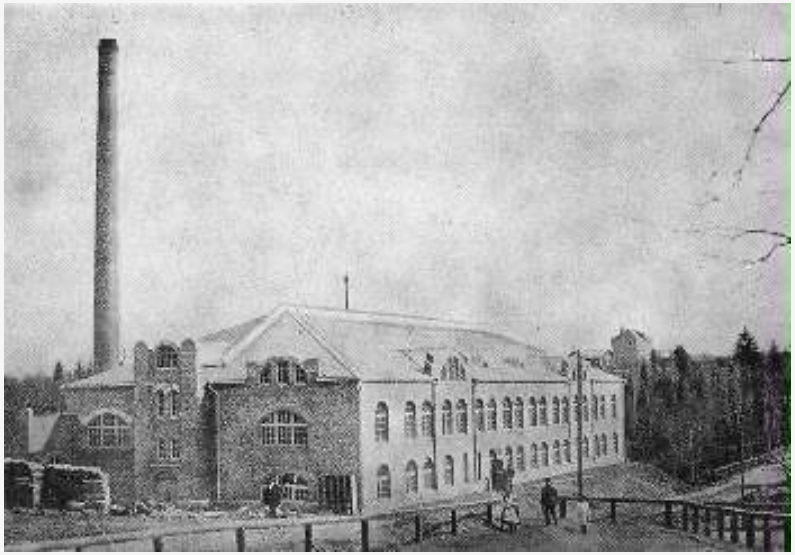
Present Finnish Rubber Industry in nutshell

- Totally 16 companies in two main categories
  - Tyres
  - General Rubber Goods
- Employees 2000
- Practically all raw material imported
- Production mainly focused into Pirkanmaa area
- Companies operate at international markets
  - Over 60% of production exported



Short history of Rubber Industry in Finland

- Suomen Gummitehdas Oy established in 1898 in Helsinki, moved to Nokia in 1904
- First products galoshes, technical rubber goods
- 1925 bicycle tyre production begins
- 1932 car tyre production begins



- After that continuous development of production facilities, companies and products

Future trends

- The internationalisation of Finnish Rubber Industry will continue
  - Europe will remain strong export area
  - More demand for flexibility and innovation
  - Niche product segments will come more important
- Arctic development
  - Business possibilities because of increased demand for products developed to extreme conditions
- The development of bio-based economy to Europe
  - Rubber products including natural rubber are bio-based products
  - New raw material sources under development
    - E.g. guayule, dandelion, cellulose based rubber...
  - Sustainability of raw materials will come more important
  - The competition if raw materials will come more harden, rise of protectionism
- Digitalization
  - Internet of things
  - 3D printing
- Regulatory framework is not going to be more simple

Finnish perspective to skills & competence -rubber in focus

- Education should be a path – re-skill and upskill measures currently in focus.
- Vocational education and training very central; 50% of rubber industry employees have a vocational background
- Higher education another important future area: R&D and innovation need to be fostered
- Active dialogue between companies and educational institutions vital
  - >flexible models and mutual understading on needs vital. The so-called Rubber Master model an umbrella for all educational activities.

Some the Finnish drivers of change have wider ramifications @EU level

- Greener tyre technologies
- Smart mobility, transport digitalization
- Circular Economy principles, secondary raw materials
- Increase in research and innovation funding as well as co-operation betwen industry and educational & research institutes
- Green Deal
- Trade Agenda

Skills needs related to

- Process digitalization, AI, more sustainable processes, materials, global value chains
- In particular, meCHEMtronics, material sciences and specific manufacturing processes will be key to answer the material challenge.
- Additionally, a more general shift in the paradigm of industrial jobs (sustainability, green deal, new ways of working, innovation and digital agendas)
- A more general focus on STEM and engineering needed

Case example from VET education & industry cooperation in Finland: flexible solutions for youth -regionally

- A VET Training program now built in into the labour agreements – so there will be a modular solution specifically for young learners between 16 and 19 carefully designed in co-operation between industry, educational institutions and trade unions
  - This will hopefully increase
    - Demand amongst young people
    - Quality amongst graduates
    - Co-operation between education and industry
    - Flexible solutions according to the industry needs

To conclude

- Skills need to be generally included into the future needs of the whole industrial picture (sustainability, green deal, new ways of working, innovation and digital agendas).
- The regional aspect will be key for the deployment of the skills pact involving all the stakeholders in the automotive ecosystem, mustering public and private partnerships as well as funding.
- The DRIVES partnership has been a great example on how to build cooperation and understanding between the different actors at European level. This needs to be continued and deepened, especially at regional level.

The Road out of The Crisis –Skills and Competence in focus

” Understanding the market and latest sectoral developments as a whole is a great asset for someone who wants to work in the industry. It is however still vital to possess a good amount of craftmanship attitude and ability to work in different teams, yet with an independent manner. These are interesting, but not necessarily simple industrial environments, future potential is definitely needed”

HR Manager from a tyre company

Thank you for your attention!

anni.siltanen@kemianteollisuus.fi

THE AMBASSADORS4SKILLS&JOBS PROGRAM

- The Drives Project and the Ambassadors4Skilss&Jobs Program
- The Program: what it is, its aims and design
- The Actions: done and in progress
- The Future: sustainability and growth

Co-funded by the Erasmus+ Programme of the European Union

Gaining from DRIVES – Stakeholders Initiatives

Aligned with the aim of the DRIVES Project to deliver human capital solutions covering all levels of the value chain in the automotive industry, IDESCOM has developed a line of action implemented through:

- The establishment of a network of the most representative contacts in the sector
- The signature of agreements, protocols and partnerships with entities associated with the automotive sector, putting into action meetings, demonstrations and events aimed at companies, education and training providers, professional representatives and institutional leaders

CONFEDERATIONS & SECTORAL ASSOCIATIONS

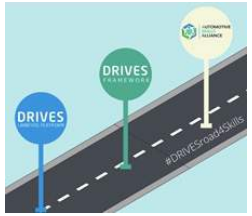
EDUCATION AND TRAINING PROVIDERS

PUBLIC AUTHORITIES

COMPANIES

TECHNOLOGICAL RESEARCH CENTERS

Co-funded by the Erasmus+ Programme of the European Union



Gaining from DRIVES – Stakeholders Initiatives

As a result of the work done IDESCOM identified concerns, and needs of companies, employees and other representatives of the automotive sector, namely:

- Many automotive workers need upskilling and reskilling
- Many automotive companies need to hire skilled workers
- Modernity requires new skills for new job roles
- There is need to counteract the lack of interest in courses and training for the automotive
- The resources created by the DRIVES Project provide an answer to training needs of workers in the automotive sector

At the same time, opportunities were identified to overcome these difficulties:

- Carry out appropriate training for upskilling and reskilling options for workers
- Within the framework of ASA partnerships can be formed to establish learning, training, innovation and research projects between automotive industry and Portuguese schools, vet providers, universities and polithecnic institutes

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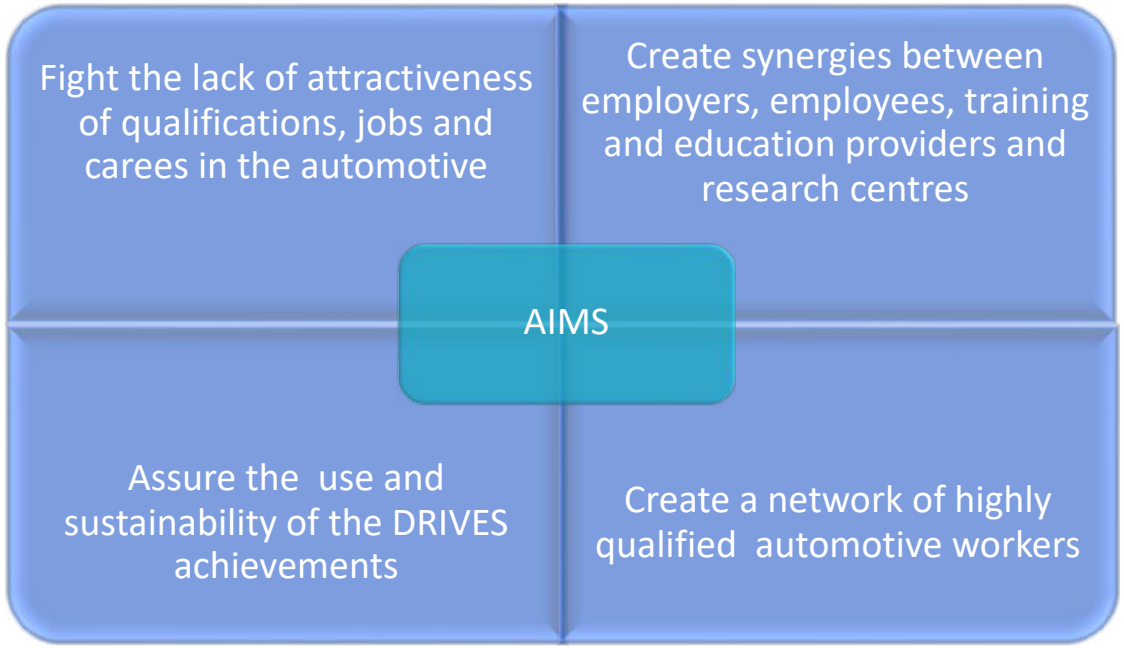
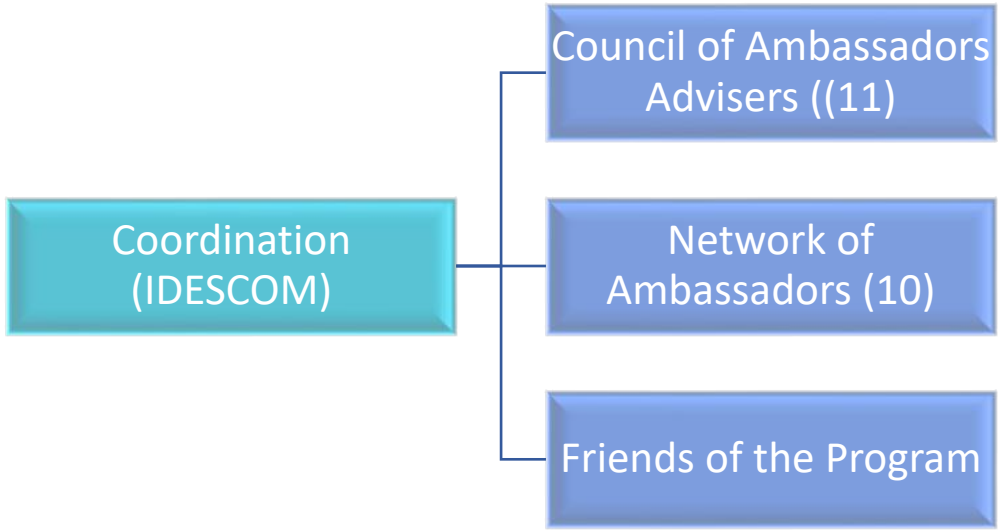
Gaining from DRIVES – Stakeholders Initiatives

IDESCOM created the Ambassadors4Skills&Jobs Program to guarantee the dissemination and use in Portugal of the resources made available by the DRIVES Project, namely the Drives Learning Platform and the DRIVES Framework.

The structure of the Program was designed by IDESCOM and approved by the Council of Ambassadors Advisers to comply with the sustainability of the DRIVES legacy and simultaneously respond to the sector needs that IDESCOM had identified.





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Gaining from DRIVES – Stakeholders Initiatives

Composition of the Ambassadors Advisers Council

- 1 Municipality
- 2 Universities
- 2 Politecnical Institutes
- 2 Vet Providers
- 1 Automotive training company
- 1 Consultant
- 1 Training center

Friends of the Program – different labor areas; professional representations; companies; education and training representatives; students, sector workers, local authorities.

Composition of the Ambassadors network

- 3 Entrepneurs
- 1 Director of training cooperative
- 3 Higher education students
- 2 Technical education teachers
- 1 Master in mechanical engeneering

Regional representation - regions from north to south of Portugal (mainland).

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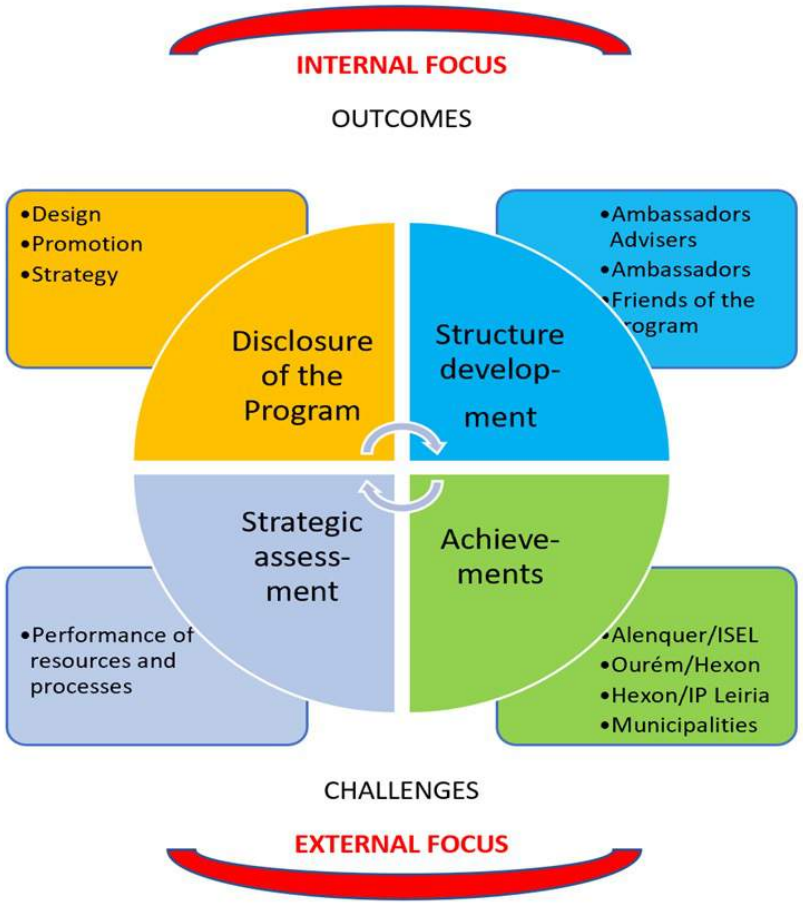
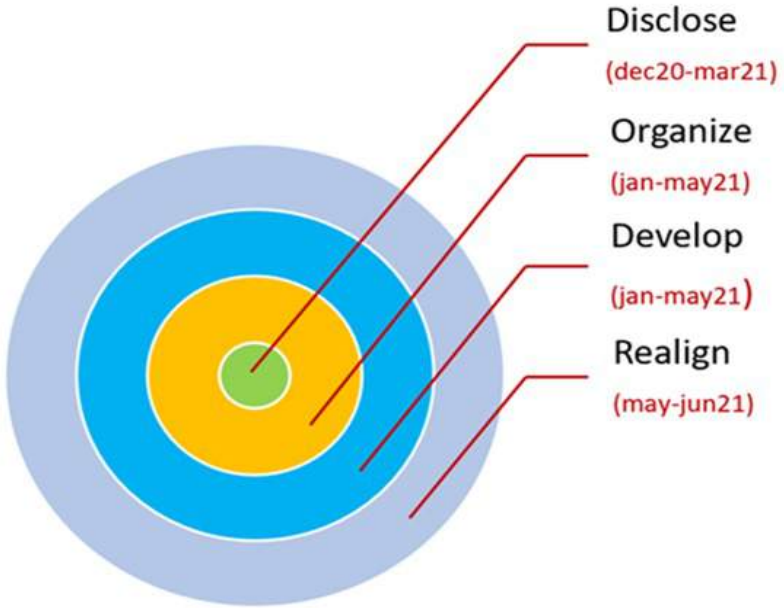
Gaining from DRIVES – Stakeholders Initiatives

STRATEGY



2021 (1rst semester achievements)



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Gaining from DRIVES – Stakeholders Initiatives

UP-TO-DATE ACHIEVEMENTS

Doubled the number of Ambassadors

Implementation of collaborative projects between Industry and Academia

Regular meetings with the stakeholders network

Participation in events held by partners and associates, both nacional and iberian

Disseminate good training practices in the automotive industry in Portugal

Were done Webinars(3), Roadshows 2 (1 done;1 in progress); Workhop (1) and created 1 Focus Group to address education and training needs

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Gaining from DRIVES – Stakeholders Initiatives

UP-TO-DATE ACHIEVEMENTS

The Program Installed a Community of Members available on the website that gives access to the Ambassadors4Skills&Jobs Platform where the registered members can leave their CV´s and find information about opportunities in the automotive sector for employment, academic and professional internships, apprenticeships and look for partnerships to carry out innovation and research projects.

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Gaining from DRIVES – Stakeholders Initiatives

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Gaining from DRIVES – Stakeholders Initiatives

THE FUTURE - SUSTAINABILITY AND GROWTH

At the present time, the Ambassadors4Skills&Jobs Program is carrying out the following actions:

- Launch of a survey to automotive sector companies at the national level - the focus group will identify the most necessary qualifications of the employees the companies want to hire
- Study of the results of the survey - the focus group must identify the knowledge that employers and employees have of the DRIVES outcomes and if and how they are using them
- Automotive Project Market – is a DRIVES final event in Portugal carry on by the four Portuguese DRIVES partners with the sponsorship of the Municipality of Mangualde
- Roadshow - on progress the second session

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THE FUTURE - SUSTAINABILITY AND GROWTH

2022 commitments

- Carry out actions for the dissemination and implementation of training, upskilling and reskilling projects in the automotive sector
- Implement initiatives that promote the sustainability of the DRIVES legacy within the framework of the ASA
- Increase the number of users of the Ambassadors4Skills&Jobs Members Community Platform
- Work with the Portuguese Erasmus+ Agency to put in action and promote transnational projects
- Get funding (national or European)for the Program
- Propose the recognition of the Program by the Ministries of Education and Economy

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Gaining from DRIVES – Stakeholders Initiatives

[Ambassadors4Skills&Jobs (ambassadors4skills-jobs.com)]

THANK YOU

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DRIVES
Development and Research on Innovative Vocational Education Skills

Blueprint Project Challenges & The way forward

DRIVES Project – The Blueprint in the Automotive Sector

Dr. Jakub Stolfa, VSB-TUO, DRIVES Coordinator, jakub.stolfa@vsb.cz

DRIVES FINAL CONFERENCE, 24th March 2022, online

Co-funded by the Erasmus+ Programme of the European Union

Blueprint Project Challenges & Lessons Learned

Co-funded by the Erasmus+ Programme of the European Union

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Project Challenges & Lessons Learned

- **First wave of the Blueprint projects**
- Large partnership in **ERASMUS+ project**
- Important was **link to the industry** trough umbrella associations, as well as trough stakeholders on national/regional levels
- **The long term and sustainable cooperation is the key** –in Automotive-Mobility Ecosystem, but also throughout the ecosystems/sectors

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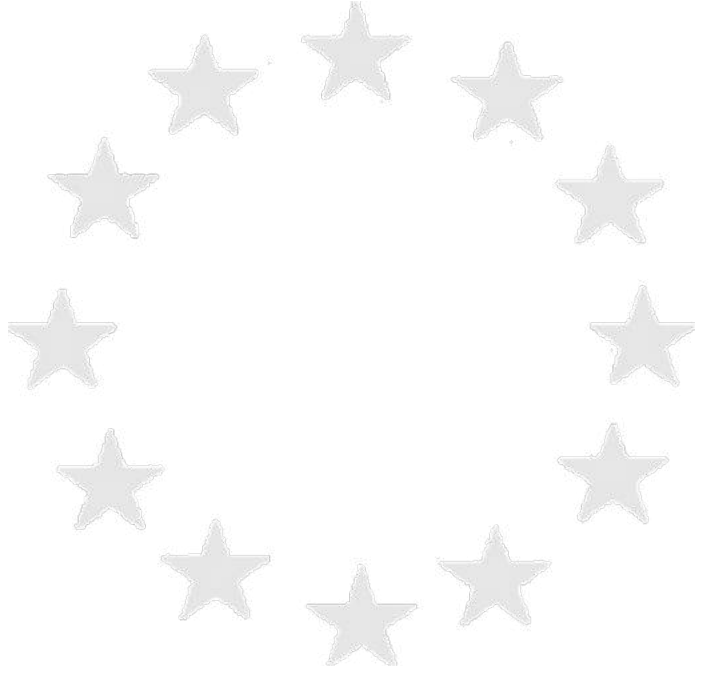
DRIVES & Beyond
The Way Forward



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DRIVES & Beyond - The Way Forward

- The European automotive industry is going trough **massive transformation** caused by the impact of **digital and green transformation** (Green Deal, Fit for 55) and post-covid recovery.
- Impact to the overall **Automotive Ecosystem** and **other related ecosystems** (e.g. energy)
- **Impact to the workforce** – cca. 15 million people employed in European automotive value-chain
- **Jobs endangered VS. struggle to attract and recruit qualified people** for new and emerging jobs
- **Sustainable, massive and pragmatic approach towards education and training (up-/re-skilling) is needed more than ever before**

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DRIVES & Beyond - The Way Forward

- **Sustainable & Pragmatic** collaboration on **skills agenda** topics in the **Automotive Ecosystem**
- ASA is **large-scale partnership of European Skills Agenda, Pact for Skills** in Automotive Ecosystem
- The **ASA mission** is to **bring together different kind of stakeholders** involved in the **Automotive ecosystem** and to ensure continuous, pragmatic and sustainable cooperation on the skills agenda in the ecosystem. Including Massive **workforce upskilling and reskilling across the automotive ecosystem**
- ASA was launched in November 2020, having currently more than 90 supporters across Europe
- ASA builds upon the work carried out by **projects in the skills agenda for the ecosystem**, and based on the Blueprint partnership collaborations – DRIVES (2018 - 2021), ALBATTS (2019 - 2023)

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DRIVES

Development and Research on Innovative Vocational Education Skills

Thank you for your attention

Follow DRIVES project at:

Register for Newsletter:

Newsletter subscription

Active participation as stakeholder:

Stakeholder registration

More information at:

www.project-drives.eu

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The aim of the Blueprint is **to support an overall sectoral strategy and to develop concrete actions to address short and medium term skills needs.**

Contact presenter:

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Twitter: https://twitter.com/jakub_stolfa

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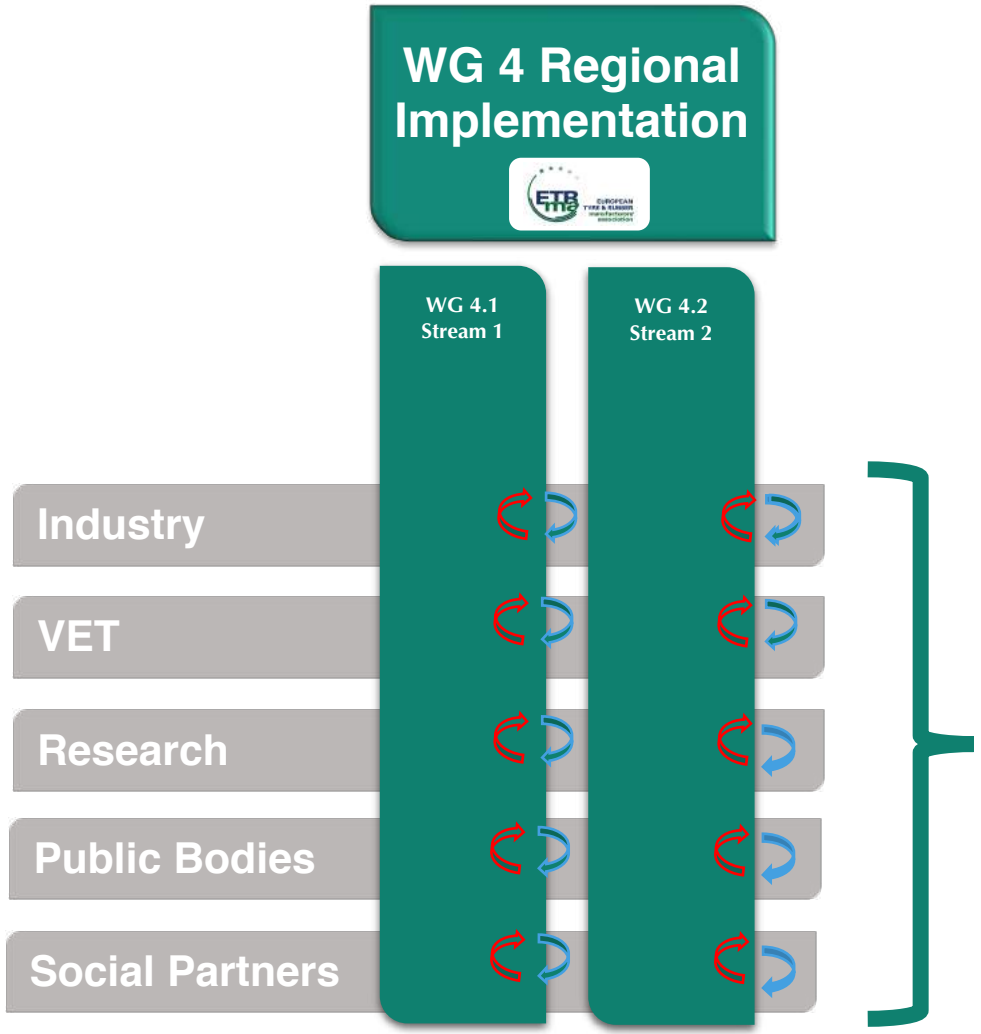
DRIVES SUSTAINABILITY – THE PACT FOR SKILLS AND AUTOMOTIVE SKILLS ALLIANCE

DRIVES FINAL EVENT

24 MARCH 2022

WG4 - STRUCTURE



Regional coordinators ("regional hubs") represent their regional members (industry, VET, Research, Public bodies, social partners) in WG4

Inputs

- **Industry/Research/VET/Social Partners/Public Bodies**
  - Support implementation of regional pilot project
  - Provide relevant information to run the pilot project
  - Collect recommendations and best practices on methodologies used in pilot projects or new ones

Outputs

- **Industry/Research**
  - Receive trainings
- **VET**
  - Provide trainings
- **Social Partners/Public Bodies**
  - Support understanding of training needs from industry/VET/individuals' perspectives
  - Improved methodology of education and training through identification of best practices coming from both WG 3 and WG4

FOCUS ON REGIONS

Dedicated H2 skills regional survey from April to June 2021

Training Experimentation

Symbio designs hydrogen fuel cell kits that can be integrated into several electric vehicle formats

La Région Auvergne-Rhône-Alpes

Junta de Castilla y León

PRIMĂRIA ȘI CONSILIUL LOCAL CLUJ-NAPOCA

Grand Est ALSACE CHAMPAGNE-ARDENNE LORRAINE

Regione Lombardia

MANGUALDE CÂMARA MUNICIPAL

Moravian-Silesian Region

Skellefteå kommun

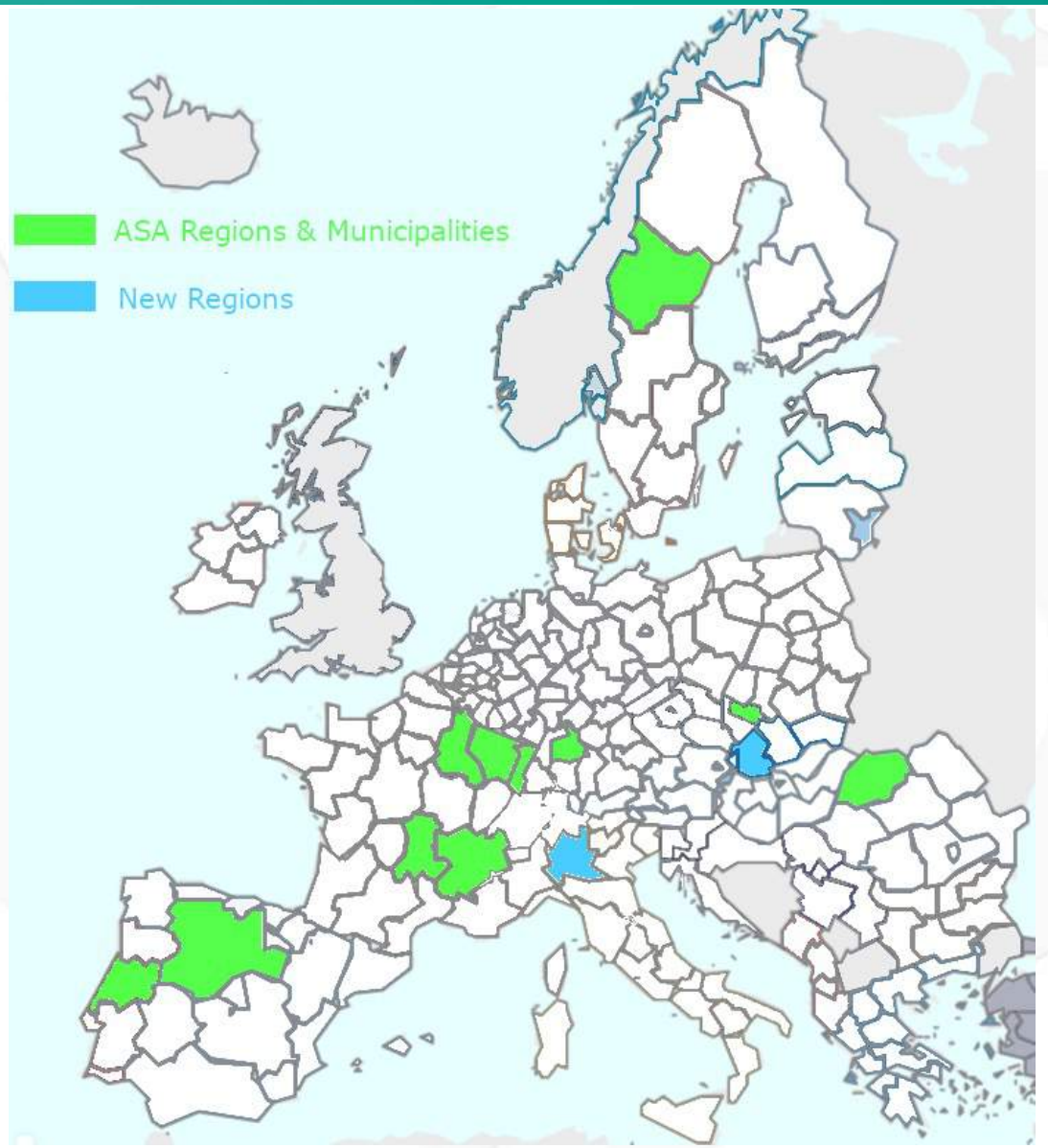
Region Stuttgart

TT SK SELF-GOVERNING TRNAVA REGION

Regional pact for skills being developed

Regional platform for up- and reskilling

Trautom Project



…and more coming!

YOUR REGION IN FOCUS

When building and carrying out your project: we can help!

- Boosting the overall recognition and sustainability of the project as well as the project results, further networking, dissemination, and impact of planned events (ASA recommended tools).
- Support in development of related parts in the project proposal
- Possibilities for networking reviews, collaboration, joint research, etc…
- Workshop and events: reach out through the partnership for the best speaker and gain more visibility, impact and reach higher levels of quality

Use the tools: they are there for you!

- DRIVES Framework – EU-wide Database of Training Courses and Skills
- Learning Platform – Database of MOOC Courses
- Apprenticeships Package and Good Practices

Tell us about your region: show off!

- Results of the project will reach other regions on top of all other information you want to share on your region (eg. employment metrics and other relevant intelligence);
- Dedicated page for each region: look at Trnava!

ONGOING ACTIVITIES

Normalisation of Regional Projects

- Ensure that we speak the same language;
- Finding out more about each other;
- Data collection: identify where we are and where we want to arrive in each Region;
- Identify the gaps in order to fill them.

A good practice!

- Use of Good Practice Resource to give visibility to Pilot Projects and other Good Practices identified by ASA members.

Sharing-is-caring!

- Monitoring and collection of initiatives linked to funding made available at the regional level through the National Recovery Plans
- Monitoring of initiatives connected to skills whether at EU or Regional Level
- Collection of questions / doubts / problems that could find an answer in the collective intelligence of the Group
- Learning from others: presentations of pilot projects and availability of experts who developed the projects to share further info / start cooperation.

COOPERATION WITH THE COMMITTEE OF THE REGIONS

The ASA is officially recognized by the European Committee of the Regions as the key platform within the Pact for Skills for the cross-sectoral European cooperation to support the just transition of regions with the strong automotive industry. In line with the ASA objectives, the European Committee of the Regions supports the quantitative assessment of potential territorial impacts of the new EU legislation, policies and directives related to the just transition of the automotive sector. In addition, the ASA is among the key stakeholders backing the initiative to call for the just transition mechanism for automotive regions, initiated by the European Committee of the Regions as well as its automotive intergroup (CoRAI).

European Committee of the Regions

European Committee of the Regions´ Automotive Intergroup "CoRAI"

CoR AI
COMMITTEE OF THE REGIONS
AUTOMOTIVE INTERGROUP

CoRAI is an interregional group of members of the European Committee of the Regions to discuss, exchange views and increase expertise on the future challenges of the automotive industry in order to promote cooperation between local and regional authorities. ASA team as well as its regional members cooperate closely with the CoRAI intergroup in form of participating in conferences or political discussions.

WG4 – PILOT REGIONAL PROJECTS

Platform for up- and reskilling Stuttgart Region in the Automotive and Manufacturing Sector: one-stop-shop for SMEs to answer all question in the field of up- and reskilling. The companies receive information, platform offers and guidance to the different services and offers from the entire partner network.

ASA allows us to gain a lot of knowledge and expertise, to raise the profile of our region on the European level, enlarge or network and most of all, work with skilled and very dedicated experts in this field.

Collaboration and sharing best practices how to deal with the regional transformation. Get skills that are not in local environment through ASA collaborations. Recognition of the regional up-re skilling project, activities and skills achievements

Moravian-Silesian region: The goal is to up-/re-skill 5000 people up to year 2026 in Mobility ecosystem. The project will support regional transformation from coal mining and related activities to modernized and green mobility industry and ecosystem.

Auvergne-Rhône-Alpes : First phase of the project: study to identify the needs of H2 skills of 100 enterprises of the sector.
Second phase: action plan, creation of Hydrogen training modules (initial or vocational training) for enterprises or unemployed.

- *Promote regional stakeholders' initiatives and projects*
- *Exchange good practices with other stakeholders at EU level and identify funding and project opportunities*
- *Participate to a dialogue with representatives from economic and VET sector to identify common challenges & solutions.*

Thank you for your attention !!

AUTOMOTIVE SKILLS ALLIANCE

@ASA_MobilityEU

info@skills-alliance.eu

DRIVES SUSTAINABILITY – THE PACT FOR SKILLS AND AUTOMOTIVE SKILLS ALLIANCE

DRIVES FINAL EVENT

24 MARCH 2022

EUROPEAN SKILLS AGENDA – PACT FOR SKILLS

- **Pact for Skills** is the first flagship action of the **European Skills Agenda**, firmly anchored in the principles of the European Pillar of Social Rights. It also **supports the EU Industrial Strategy** and the goals of the **Green Deal** and the **digital transformation**.

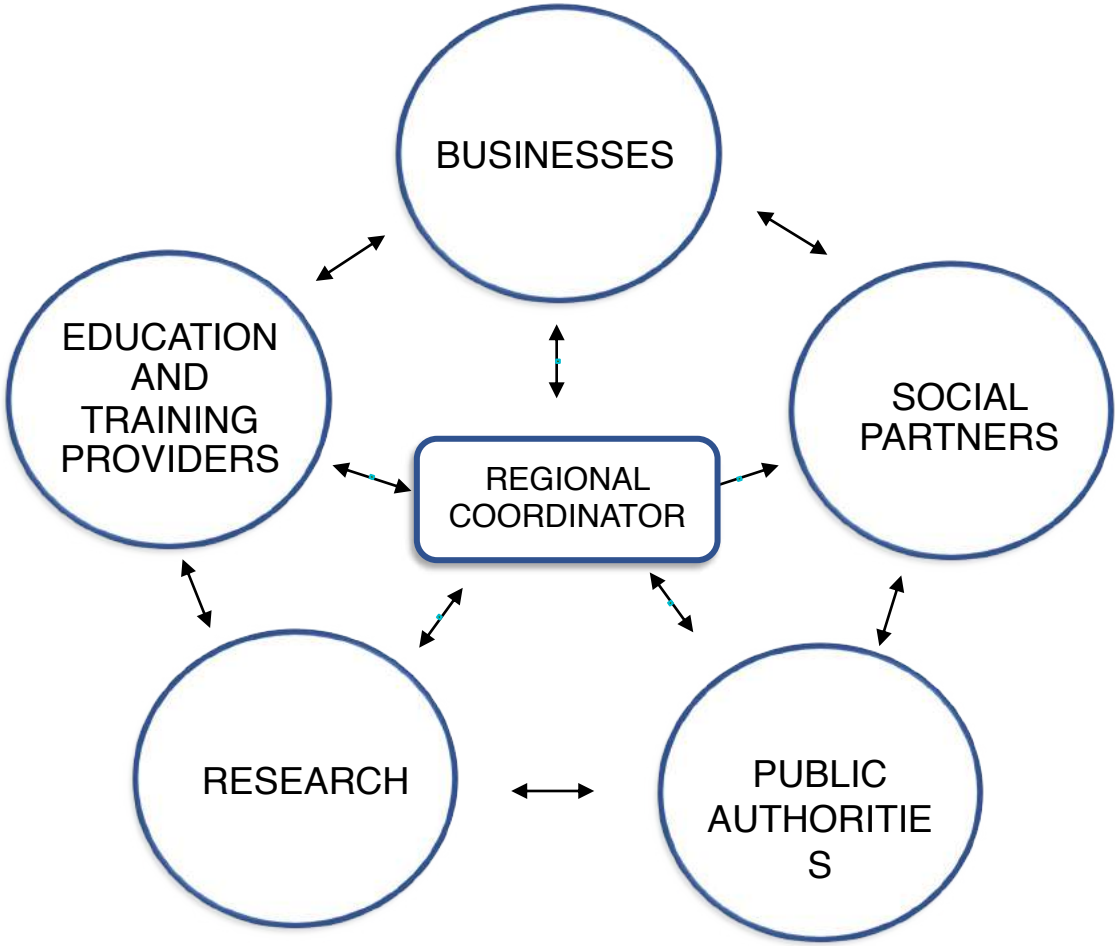
- The goal of the Pact is to **mobilise and incentivise private and public stakeholders to invest and take concrete action for the upskilling and reskilling of people of working age**.

- It is a **shared engagement and approach to mobilise all stakeholders to invest in skills** for the growth and sustainable development of private and public businesses of all sizes.

- The Pact facilitates the **launch of skills partnerships**, in particular it aims to **build large-scale multi-stakeholder skills partnerships** addressing the needs of the **14 industrial ecosystems** identified in the EU Industrial Strategy.

Automotive Skills Alliance

- **Europe & Stakeholder-wide Partnership** for collaboration on **Skills Agenda in the Automotive-Mobility Ecosystem**
- ASA was annouced and officially **launched in November 2020**
- **ASA** became **legal entity** (non-profit organization) in **January 2022**



Automotive Skills Alliance is focused on the re-skilling and up-skilling of workers in the automotive sector, developing intelligence and fostering dialogue among all relevant partners and stakeholders in the sector and supports the elaboration of **specific plans for re- and upskilling, training of workers in the EU automotive sector**.

The overall ambition:

- **Upskill 5% of the workforce each year (resulting in 700,000 employees up or reskilled)**
- **Start implementation in pilot regions and pilot projects**

The ASA mission is to contribute to a better **coordination of relationships** at the **European level** of all the **relevant national or regional stakeholders** in **automotive ecosystem**, in order to ensure and develop a common platform for collaboration and best practice sharing across borders. In this regard, ASA intends to ensure con**tinuous, pragmatic and sustainable cooperation on the skills agenda in the ecosystem**.

Collaboration in the **skills partnership** for the automotive ecosystem

- Support collaboration on the regional and European level
- Initiate new projects and initiatives
- Mainstream the existing projects and initiatives
- Execute up-/re-skilling activities

Updated intelligence about the automotive ecosystem and its development, as well as guidance to education and training bodies leading to continuous skills needs updates.

- Know & share the trends, needed job roles, needed skills

ENABLE AND SUPPORT MASSIVE WORKFORCE UPSKILLING AND RESKILLING ACROSS THE AUTOMOTIVE ECOSYSTEM

EU-wide framework for skills and job roles, as well as shared experience and best practices.

- Become part of an EU-wide accepted system
- Access to an overview of education/training providers across Europe through the ASA database

Platform for **exchange of best practices and one-stop-shop guidance** for the financial instruments available on European and national level for financing skills agenda

- Take advantage of new EU financial resources

MAIN BENEFITS

Networking

Intelligence

Fundraising

Education

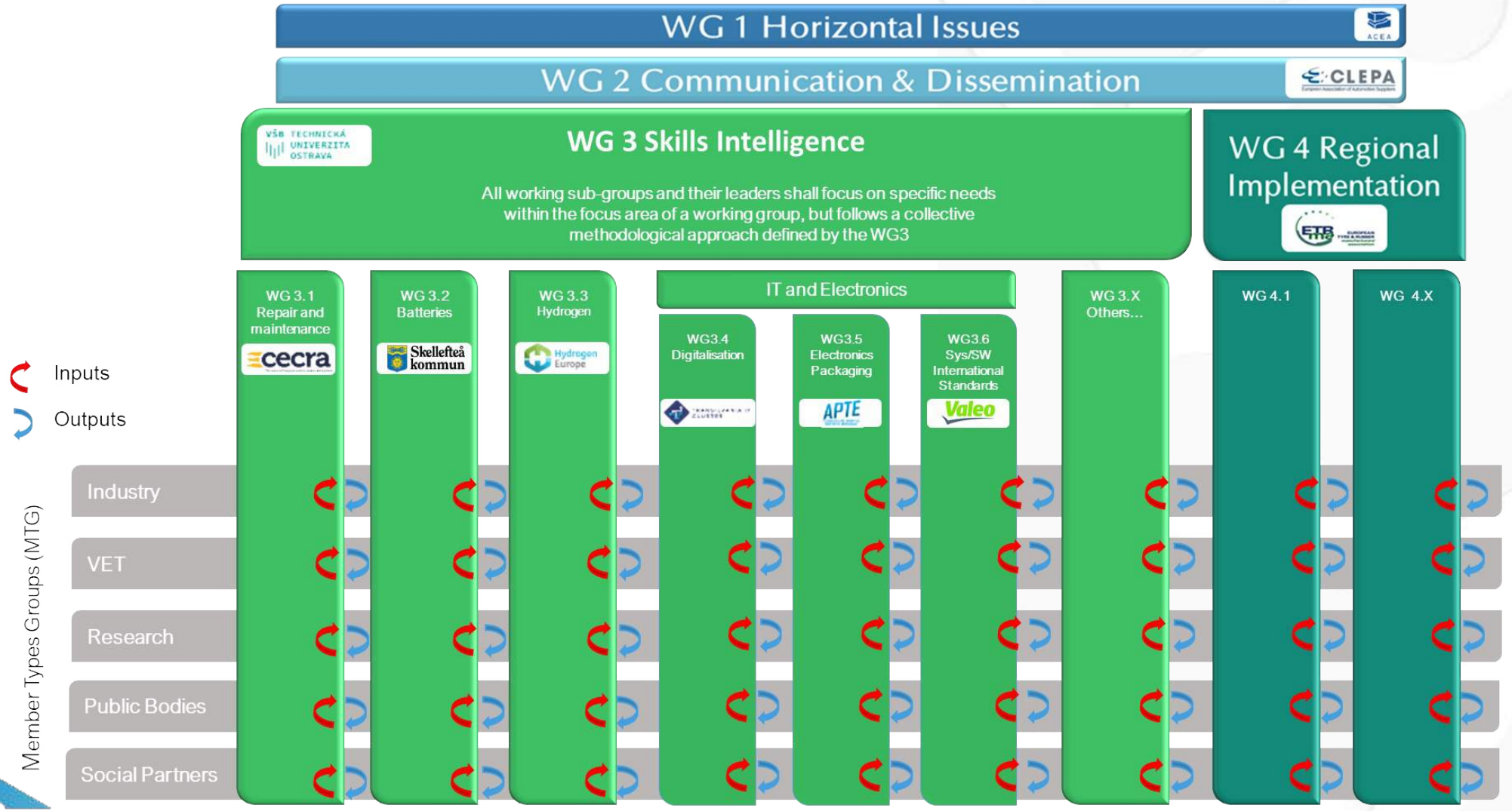
Voice

Visibility

Tools

EU-wide Cooperation

STRUCTURE – MEMBERS PARTICIPATION



- **Members of ASA participate in Working Groups in which they are interested in**
- **The leaders of Working Groups are indicated in the structure**
- The structure of Working Groups combines, in principle, **a horizontal and vertical approach**. Working groups are of a vertical nature and ASA member types groups represent a horizontal perspective. Each working group has clearly defined inputs and outputs to particular ASA member types groups.

Inputs

Outputs

Thank you for your attention !!

AUTOMOTIVE SKILLS ALLIANCE

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