



DRIVES Sustainability & Legacy

WP6 D6.6.1



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1 INTRODUCTION

DRIVES sustainability and legacy are built on seven main sustainability items. Those are the items that will stay in activity after project DRIVES. All seven items are connected to the Automotive Skills Alliance (ASA), which emerged as one outcome of the project to connect stakeholders through the European automotive-mobility sectoral skills plan to collaborate on the skills intelligence and re-/up-skilling.

The first part of the report describes the aforementioned sustainability items in terms of the item description, target groups/potential beneficiaries and gives additional information on the item lifecycle, etc.

The second part of the report describes the Automotive Skills Alliance that was built on the work of DRIVES, and it is the large-scale partnership in the Pact for Skills action of the Europeans Skills Agenda.

This document focuses on the possible sustainability considerations that might be taken in the future.

2 DRIVES SUSTAINABILITY ITEMS

This section describes the following seven sustainability items in more detail.

Table 1: Overview of the Sustainability Items

Sustainability Item
Collaboration on Automotive Skills Agenda
Sectoral Skills Intelligence
DRIVES Learning Platform
DRIVES Compass (DRIVES Framework)
DRIVES Compass (Good Practice Resource Tool)
DRIVES Compass (Apprenticeship Comparison Tool)
DRIVES Website

2.1 COLLABORATION ON AUTOMOTIVE SKILLS AGENDA

Scope: Networking, raising awareness, discussion, sharing of best practices, challenges, new topics, financial aspects, and triggering new projects or initiatives as a result of the overall project DRIVES work and stakeholder network and collaboration.

Target groups: industry (companies irrespective of size); education and training providers on all levels; regions and municipalities; social partners; and policymakers.

Stakeholders will and are collaborating in the Automotive Skills Alliance (ASA) as a Europe-Stakeholder-Wide partnership focusing on collaboration in Automotive-Mobility Sector. Several working groups provide a framework for further collaborations after the DRIVES project duration. Challenge is to engage partners to be actively involved due to no direct finances. However, partners understand that the collaboration brings many benefits, such as know-how, best practices, the possibility to be involved in the following initiatives and projects, and so on.

2.2 SECTORAL SKILLS INTELLIGENCE

Scope: update of the skills intelligence; update of the skills offer; update of the DRIVES Framework content; update of the strategy and roadmap, monitoring of actions.

Target groups: industry (companies irrespective of size); education and training providers on all levels; regions and municipalities; social partners; and policymakers.



Deliverables in scope: **WP2** Sectoral Skills Intelligence and Strategy; **WP3** job roles descriptions – part of the reference definitions in DRIVES Framework (further used and updated in ASA then); and **WP5** apprenticeship marketplace report & guide - future ASA and European Alliance for Apprenticeship (EAfA) collaboration.

The skills intelligence about the automotive ecosystem is updated partially in Automotive Skills Alliance (ASA) in the work of WG3 Skills Intelligence and WG4 Regional Implementation. The partners in WG3 discuss and update needed job roles and skills and trigger and update the training offer. Partners in WG4 use the results of DRIVES on the regional level and give that the regional perspective.

All this also leads to possible future initiatives/projects in the EU and at regional and national levels (those bring/mainstream the results back to ASA).

2.3 DRIVES LEARNING PLATFORM

Scope: the platform where DRIVES partners (WP3) prepared a set of courses (MOOCs and trainer interaction courses) - <https://learn.drives-compass.eu/>

Target groups: industry (companies irrespective of size); education and training providers on all levels; regions and municipalities;

Deliverables in scope: DRIVES Learning platform with all 28 MOOC and trainer interaction courses with connected WP3 deliverables (documentation and other).

DRIVES Learning Platform will be further extended and maintained after the DRIVES period. This will be done by ASA partnership and ASA as such. Open ASA learning platform for uploading MOOC courses and teaching/training materials to be used by interested training providers. One central point for MOOC courses in the Automotive Ecosystem.

Further possible updates/issues for further development after DRIVES:

- Highlight the owner or originator of the course (e.g. FH Joanneum, Gestamp, etc.). It is a direct money possibility or also an advertisement for possible paid courses. This will also bring benefit for providers to put their course to the platform;
- Highlight the project that was behind the particular MOOC course (e.g. DRIVES, ALBATTIS, etc.);
- Support small modules strategy - small MOOCs, e.g. for one skill or part of the skill;
- No entry fee to the platform as such, with the possibility of paid access for selected MOOC courses (based on the provider's need) – then the income is shared with ASA (for maintenance, advertisement, etc.) and the course owner. This might assure maintenance of the platform, and



on the other hand, this is another benefit for the course provider, which will help him to update the course to be up to date;

- In the about section or at the bottom of the page is described that the platform was designed and developed by the DRIVES project (including project logo + ERASMUS+);
- Ownership of the platform is to ASA - Platform maintenance (server, IT update) might be done by ASA or by the assigned ASA member based on the agreed conditions.

2.4 DRIVES COMPASS – DRIVES FRAMEWORK

Scope: the platform where DRIVES partners (WP4) developed the following: (1) EU-wide database of training courses; (2) individual learning accounts for users; (3) company overview; (4) training provider possibility to issue digital badges; and (5) expert groups infrastructure for the continuous update of concepts.

Target groups: industry (companies irrespective of size); education and training providers on all levels; regions and municipalities; social partners.

Deliverables in scope: DRIVES Framework platform with all features and connected WP deliverables (documentation and others).

DRIVES Framework will be further extended and maintained after the DRIVES period. This will be done by ASA partnership and ASA as such. ASA EU-wide DB of training courses in Automotive-Mobility Ecosystem (www.drives-compass.eu) - central tool for the training and education in the automotive sector. It provides an overview of different courses available, regardless of the course type. Providers link their courses; the content is still hosted on their side.

After DRIVES planned challenges and solutions:

- Extension and further use of reference skills and job roles definitions - through the work of WG3.X of the ASA. Where the WG3.X are using the tool and expert view to the platform, which allows an update of the job roles and skills definitions;
- Usage of the framework in training – through related future projects and initiatives of ASA partnership and usage by ASA members. This is already being done, and there are new projects and initiatives beyond DRIVES, using or planning to use the tool;
- Promote the possibility of issuing digital skills badges. Engage providers to issue badges. The stakeholders recognise the badge in the ASA and the ecosystem as such;
- Possible payments in future (to ensure that the platform might run further also from a financial perspective);



- For Issuing of the digital badge (paid by training provider);
- For prioritization of the courses (gold/platinum, etc. courses are more on the top – prioritized sorting) (paid by training provider);
- Company view (paid by the company).

Platform maintenance (server, IT update) and further development (need to be aligned with Europass (released Q1 2022), new features, etc.) might be done by ASA or by the assigned ASA member based on the agreed conditions.

2.5 DRIVES COMPASS – GOOD PRACTICE RESOURCE

Scope: DRIVES Compass (Good Practice Resource Tool - <https://drives-compass.eu/good-practice-resource>), designed mainly to share apprenticeship good practices.

Target groups: industry (companies irrespective of size); education and training providers on all levels; regions and municipalities; social partners.

Deliverables in scope: Deliverables of WP5 connected to the Good Practice Resource tool.

Good Practice Resource Tool will be further extended and maintained after the DRIVES period. This will be done by ASA partnership and ASA as such.

- Open for other projects/initiatives (including regional pilot projects) to share its best practices across ASA;
- The primary usage in WG4 Regional Implementation is to show what is available and to offer a place where to share our practices;
- Broader scope targeting general re-/up-skilling good practices.

2.6 DRIVES COMPASS – APPRENTICESHIP COMPARISON TOOL

Scope: DRIVES Compass (Apprenticeship Comparison Tool - <https://drives-compass.eu/apprenticeships>). Database of apprenticeships offered with enabled searching and detail provision.

Target groups: industry (companies irrespective of size); education and training providers on all levels; regions and municipalities; social partners.

Deliverables in scope: Deliverables of WP5 connected to the Apprenticeships Comparison Tool.

The Apprenticeship Comparison Tool will be further maintained after the DRIVES period. This will be done by ASA partnership by the partners interested in the apprenticeship offer.



2.7 DRIVES WEBSITE

Scope: DRIVES website including all deliverables uploaded there www.project-drives.eu.

Target groups: industry (companies irrespective of size); education and training providers on all levels; regions and municipalities; social partners; and policymakers.

Deliverables in scope: All public project deliverables.

The **project website** will run after the end of DRIVES for a certain period. Then all results and project description will be transferred to the DB of project/initiative results on the ASA website – so it is still fully available. Domain to project drives (www.project-drives.eu) will be redirected to ASA website results.

3 THE AUTOMOTIVE SKILLS ALLIANCE (ASA)

This section describes the Automotive Skills Alliance as a vehicle for the collaboration in the skills agenda of the automotive-mobility ecosystem as a follow-up to the project DRIVES.

The Automotive Skills Alliance (ASA) is a non-profit entity 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 supporting the elaboration of specific plans for re-skilling, up-skilling and training of workers in the EU automotive sector.

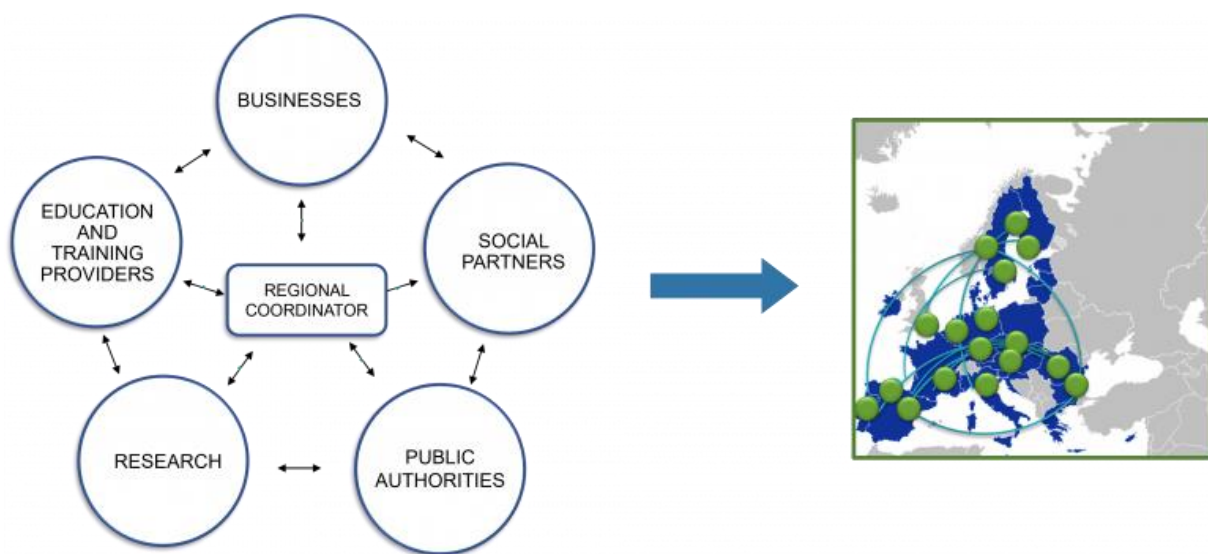


Figure 1: ASA as a Europe-wide Partnership

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

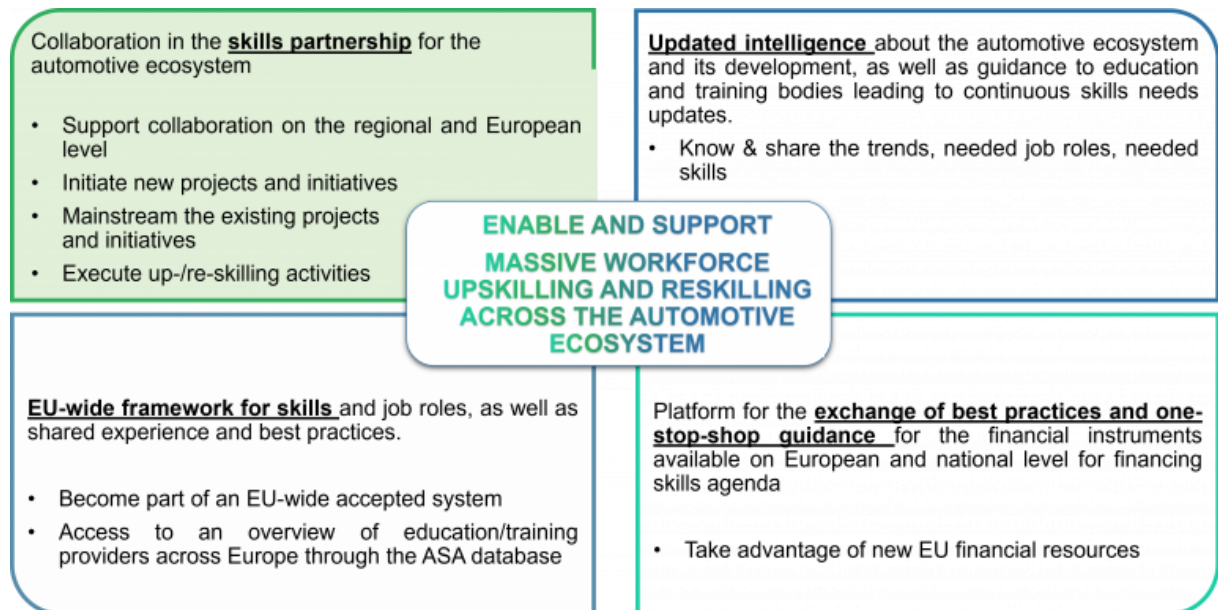


Figure 2: Objectives of the ASA

ASA builds upon the work carried out by strategic projects in the skills agenda for the ecosystem & promotes and facilitates the initiation of new projects/initiatives or supports mainstreaming of existing ones.

Automotive Sector – (Jan 2018 – Mar 2022)

The Blueprint project on Strategic Sectoral Skills Collaboration in Automotive Sector. Focused on skills needs & offer, training recognition and development in the automotive sector.



Figure 3: Project DRIVES Logo

Batteries Sector – (Dec 2019 – Nov 2023)

The Blueprint project on Strategic Sectoral Collaboration in Batteries for Electromobility Sector. Focused on skills needs & offer, support for training developments in the battery sector.



Figure 4: Project ALBATTIS Logo

3.1 ASA MEMBERSHIP BENEFITS

ASA has developed several groups of membership benefits to meet its mission, and to make the alliance attractive for its members – this is coherent with the DRIVES Project sustainability items. Membership benefits are accessible on the ASA website, and the main categories are visible in the Figure below.

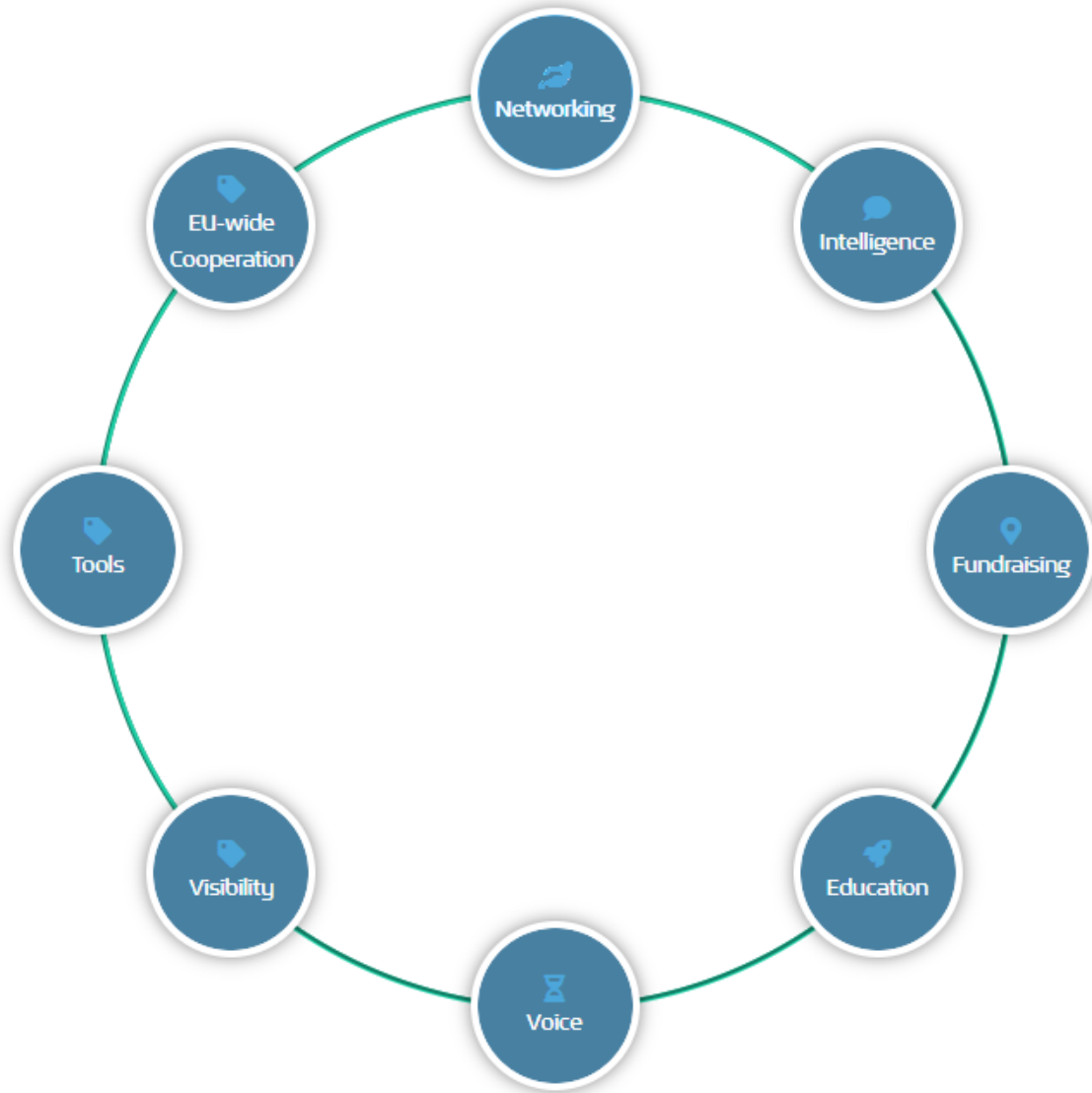


Figure 5: ASA Membership Benefits Categories

3.2 WORKING GROUPS

The structure of Working Groups combines, in principle, a horizontal and vertical approach. Working groups are vertical, and ASA member types groups represent a horizontal perspective. Each working group has clearly defined inputs and outputs for particular ASA member types.

- Members of ASA participate in Working Groups in which they are interested.
- The leaders of Working Groups are indicated in the structure below.

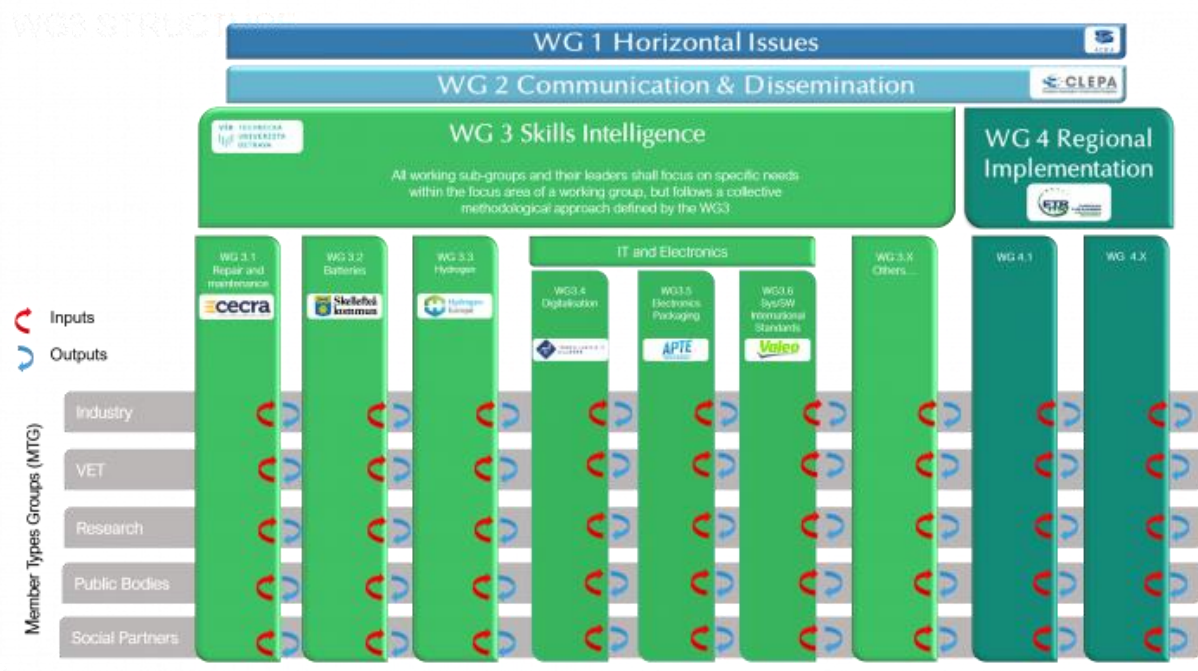


Figure 6: ASA Working Groups

3.2.1 WG1 - HORIZONTAL ISSUES

Covers **different overarching issues** that influence the skills agenda in Automotive Ecosystem. It includes a **financial** one-stop-shop services and collects and **shares general best practices** among all members:

- **Forms of cooperation** between stakeholders;
- Different perspectives on **dual learning practices**;
- Competition law issues.

Members: All members of the ASA

WG Leader: ACEA

3.2.2 WG2 - COMMUNICATION AND DISSEMINATION

Communication of all relevant ASA activities and WG results. Defines a dissemination and communication plan on a European level. Prepares a wide-range dissemination material in line with ASA goals across all WGs and ensures that the objectives, activities and methodologies



developed within ASA WGs are widely promoted to their target. WG2 shares information regarding regional stakeholder activities with wider audiences.

WG Leader: CLEPA

3.2.3 WG3 - SKILLS INTELLIGENCE

WG3 defines and provides a concrete methodology for skills intelligence demand and offer to be followed in individual sub-working groups of WG3 with a specific focus on:

- strategy and roadmap – **update and its deployment;**
- analysis and support of sectoral transition and its impact on **skills needs and offer;**
- **gather industrial skills needs** in the automotive ecosystem;
- overall **skills definition applicable across the EU**, including a possible extension to the new job roles, demanded requalification and continuous update of reference skills and job roles;
- **continuous update of EU-wide database of education and training courses** offered across Europe towards Automotive Ecosystem;
- **mutual recognition of the skills awards** by supporting recognition of the achievement of the skill level;
- background to **update curricula** in close cooperation with industry;
- collection of **methodologies used** by members of WG3 to deliver up- and re-skilling of workers;
- definition of **best practices** to be shared with WG4.

Currently, there are **five sub-working groups** active within the ASA:

- **SWG3.1 Repair and Maintenance – Lead by CECRA;**
 - The group focuses on the Repair and Maintenance issues within the industry. Workshops, services and RnD topics are discussed, such as predictive maintenance and other.
- **SWG3.2 Batteries – Lead by Skelleftea;**
 - Skills agenda within the battery ecosystem and their applications, mainly in mobile applications and electromobility, are discussed.
- **SWG3.3 Hydrogen – Lead by Hydrogen Europe;**
 - Fastly emerging issues and topics within the hydrogen applications for mobility and the automotive industry are discussed.
- **SWG3.4 IT – Lead by Transilvania IT Cluster;**



- IT as an essential aspect of the overall automotive value chain is being discussed within this working group; topics such as IT support, software development and various system and software standards related to functional safety or cybersecurity are considered.
- **SWG3.5 Electronics Packaging – Lead by APTE.**
 - The group focused on issues related to electronics packaging and how this is related to the automotive value chain.
- **SWG3.6 Sys/SW International Standards – Lead by Valeo.**
 - The group focused on emerging system and software process improvement standards and related job roles and skills.

3.2.3.1 *WG3 Approach and Methodology*

WG3's primary goal is the networking, discussion and overall work on the skills intelligence, which is coherent with the work in the project DRIVES. It is envisioned and currently in practice that the leaders of the sub-working groups are using the DRIVES developed tools and intelligence and further elaborate on it as defined in the sustainability items in the first part of the document.

3.2.4 **WG4 - REGIONAL IMPLEMENTATION**

WG4 supports regional cooperation throughout the **implementation and development of pilot projects** and **creates new regional partnerships and project opportunities**. WG4 **collects an array of methodologies** that are used in different pilot projects and establishes best practices. WG4 presents **concrete methodological best practices/new ones** that could be used for training and educational programmes. WG4 facilitates the use of **updated curricula** based on identified skills needs, **delivers training** to the regional automotive ecosystem and provides feedback from the **implementation of pilot projects**.

WG Leader: ETRMA

3.3 **THE PACT FOR SKILLS**

Pact for Skills is the first flagship action of the **European Skills Agenda**, firmly anchored in the European Pillar of Social Rights principles. 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 re-skilling of working-age people**.

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.



Figure 7: ASA in Industrial Ecosystems

3.4 FINANCIAL SUSTAINABILITY

This section provides an overview of the possible financial sustainability issues, models, and solutions.

3.4.1 Example Reasons for Financial Resources

Possible expenses:

- To sustain and improve the outcomes of the project DRIVES, and not only, under the ASA;
- Management and administration of the ASA;
- Improvement, development and improvement of the services for the members;
- Practical work of the working group;
- Dissemination and outreach for promotion of the Skills Agenda, including events;
- Publications.

3.4.2 Possible Example Models – Considerations

This section outlines possible models for financial sustainability after the project DRIVES end through the ASA to fund the activities of the alliance:

- **Membership fees** – possibility to enrol the membership fees based on the discussion with the members;



- **Training offer, Tools and Services** – possibility to enrol paid training courses or content that the ASA members originally developed or to monetise the services (e.g. micro-credentials) concerning the DRIVES Framework;
- **Events** – possible organisation of events, webinars or others;
- **Consultancy and Publications** – the possibility of provision of know-how and consultancy;
- **Projects** – the possibility of delivering project proposals and forming consortiums of ASA partners to deliver outcomes and receive funding. (e.g. ERASMUS+);
- **Third-party financing** – possible third-party funding received by the ASA.