

# DRIVES

Development and Research on Innovative  
Vocational Education Skills

## D2.6

# Intelligence and Forecasting data

WP2

02/07/2019



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Erasmus+ Programme  
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# PROJECT DELIVERABLE TITLE (2)

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	Mick Feloy, SEMTA		Review date:	14/08/2019
Approved by:	Petr Dolejsi, ACEA		Approval date:	11/09/2019



# INTRODUCTION

The Deliverable D2.6 Intelligence and Forecasting data shows raw data overview coming from the data collected into the survey in D2.4. The upcoming project output D2.7 Forecasting dissemination Report will also provide explanation of the evidence collected (in a Short Report format).

DRIVES project is [the Blueprint](#) for Sectoral Cooperation on Skills in Automotive Sector. Project assures cooperation between 24 full partners from 11 EU countries.

**In case you have any question, remarks or comments please contact us:**

<https://www.project-drives.eu/en/contact>



# Deliverable 2.6. Content

- This presentation shows KPI based on survey results
- Categories of KPIs
  1. GENERAL – characterization of respondent
  2. DRIVERS OF CHANGE
  3. SKILLS
  4. JOB ROLES
  5. VET PROVISION MECHANISM and APPRENTICESHIP
  6. SKILLS RECOGNITION AND QUALIFICATION STANDARDS
  7. RECRUITMENT AND ATTRACTIVENESS: CHALLENGING
  8. COOPERATION ON SKILL AGENDA



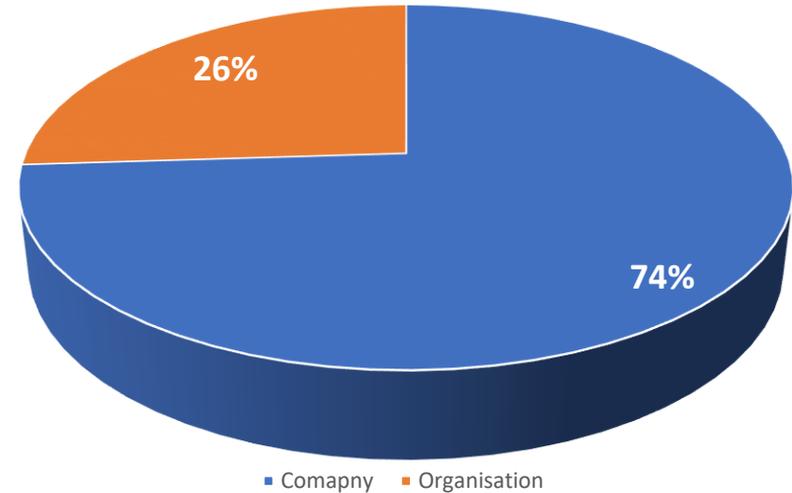
# KPI INDEX

<b>CATEGORY</b>	<b>INDICATOR N°</b>	<b>INDICATOR TITLE</b>
SAMPLE CHARACTERISARTION	1.1	TYPE OF RESPONDENT
SAMPLE CHARACTERISARTION	1.2	CATEGORY
SAMPLE CHARACTERISARTION	1.3	RESPONDENTS PER COUNTRY
SAMPLE CHARACTERISARTION	1.4	RESPONDEES JOB TITLE
SAMPLE CHARACTERISARTION	1.5	NACE CODES REPRESENTED
DRIVERS OF CHANGE	2.1	TOTAL DRIVERS OF CHANGE: IMPORTANCE
DRIVERS OF CHANGE	2.2	TOTAL DRIVERS OF CHANGE: URGENCY
DRIVERS OF CHANGE	2.3	NEW TECHNOLOGIES AND BUSINESS MODELS: IMPORTANCE
DRIVERS OF CHANGE	2.4	NEW TECHNOLOGIES AND BUSINESS MODELS: URGENCY
DRIVERS OF CHANGE	2.5	CLIMATE GOALS, ENVIRONMENTAL AND HEALTH CHALLENGES: IMPORTANCE
DRIVERS OF CHANGE	2.6	CLIMATE GOALS, ENVIRONMENTAL AND HEALTH CHALLENGES: URGENCY
DRIVERS OF CHANGE	2.7	SOCIETAL CHANGES AND CHANGE IN THE WAY THAT CONSUMER ACCESS, PURCHASE AND USE THE CARS: IMPORTANCE
DRIVERS OF CHANGE	2.8	SOCIETAL CHANGES AND CHANGE IN THE WAY THAT CONSUMER ACCESS, PURCHASE AND USE THE CARS: URGENCY
DRIVERS OF CHANGE	2.9	STRUCTURAL CHANGES: IMPORTANCE
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DRIVERS OF CHANGE	2.11	GLOBALISATION AND RISE OF NEW PLAYERS: IMPORTANCE
DRIVERS OF CHANGE	2.12	GLOBALISATION AND RISE OF NEW PLAYERS: URGENCY
SKILLS	3.1	SKILLS RANKING
JOB ROLES	4.1	JOB ROLES RANKING
VET PROVISION MECHANISMS	5.1	VET APPROACHES
VET PROVISION MECHANISMS	5.2	VET STRATEGIES
VET PROVISION MECHANISMS	5.3	APPRENTICESHIP: JOB ROLES CURRENT RANKING
VET PROVISION MECHANISMS	5.4	APPRENTICESHIP: JOB ROLES IN FIVE YEARS
VET PROVISION MECHANISMS	5.5	APPRENTICESHIP: RECRUITMENT STRATEGIES
SKILLS RECOGNITION AND QUALIFICATION STANDARDS	6.1	SKILLS RECOGNITION AND QUALIFICATION STANDARDS
RECRUITMENT AND ATTRACTIVENESS	7.1	RECRUITMENT AND ATTRACTIVENESS: CHALLENGING
RECRUITMENT AND ATTRACTIVENESS	7.2	RECRUITMENT AND ATTRACTIVENESS: APPROACH
RECRUITMENT AND ATTRACTIVENESS	7.3	RECRUITMENT AND ATTRACTIVENESS: METHODS
COOPERATION	8.1	COOPERATION ON SKILL AGENDA

# 1.1: N° OF RESPONDENTS

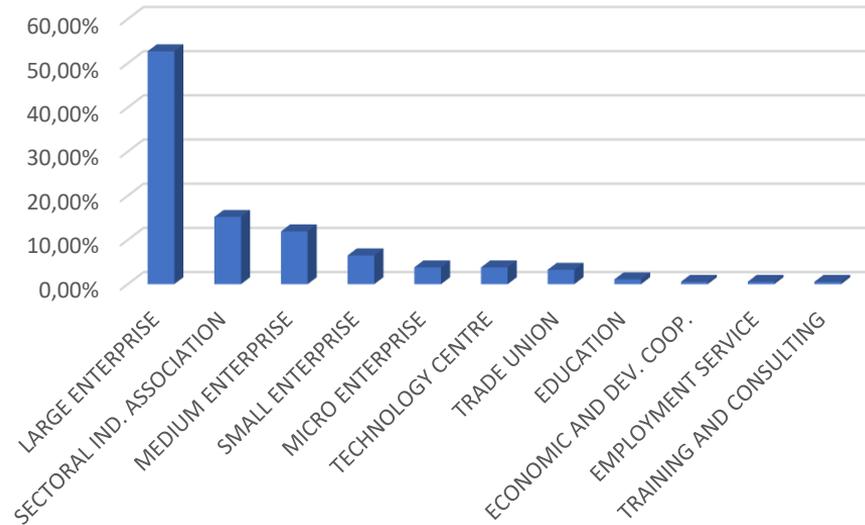
Part or all of the survey was completed by 332 respondents. Inclusion for further analysis was based on the criteria that only those respondents completing at least the Drivers of Change section were included. Based on this, further analysis has been undertaken on a sample of 184 responses from automotive stakeholders. The profile of these stakeholders comprises 74% automotive companies and 26% automotive sector organisations.

% [TYPE OF RESPONDENT]



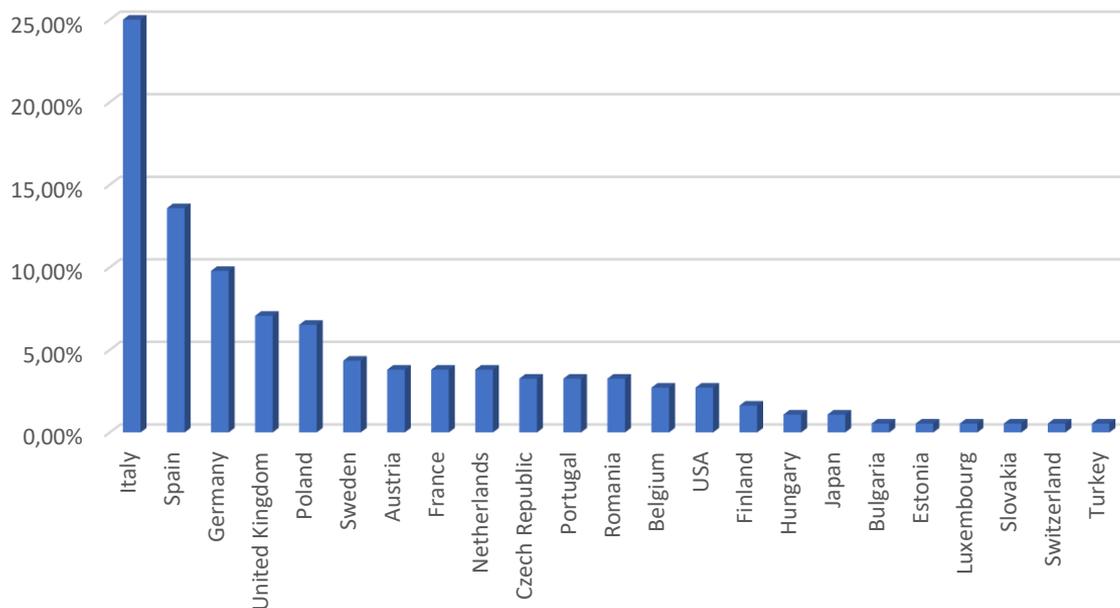
# 1.2: CATEGORY

% [BASED ON CATEGORIES]



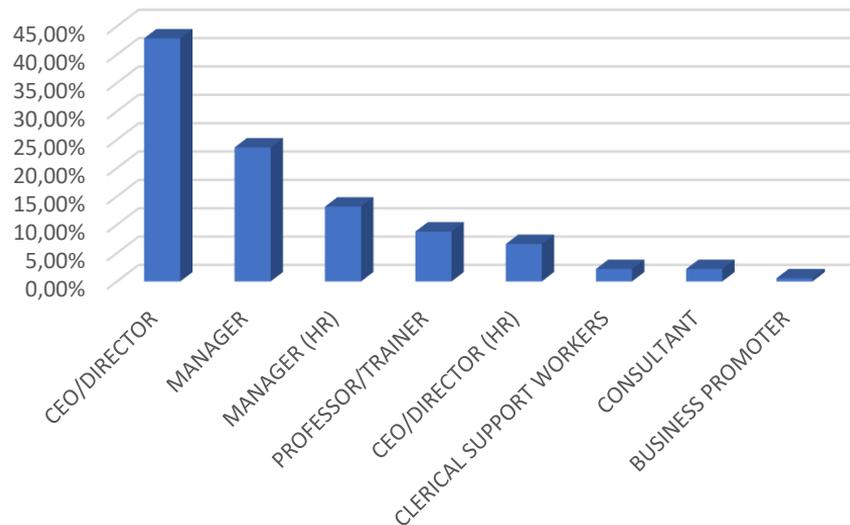
# 1.3: RESPONDENTS PER COUNTRY

% [BASED ON N° (INDICATOR 1.1)]



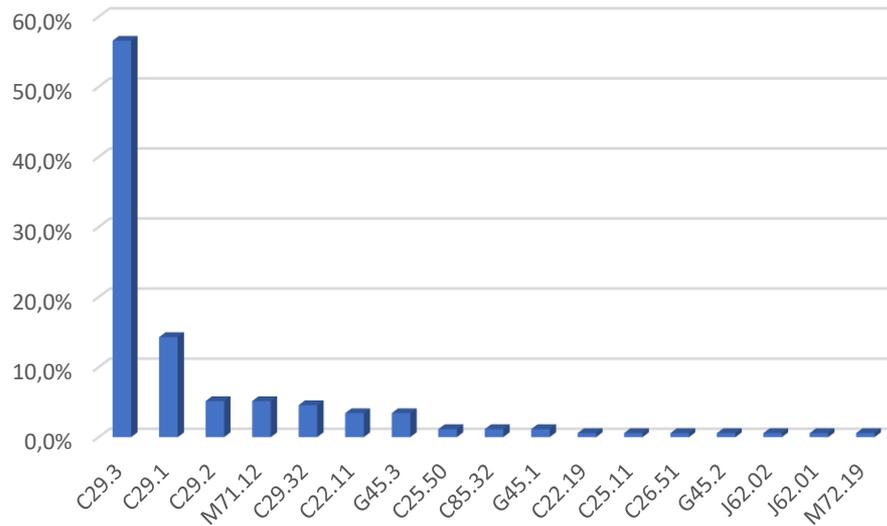
# 1.4: RESPONDERS JOB TITLE

% [BASED ON NORMALISED JOB ROLES OF THE RESPONDERS]



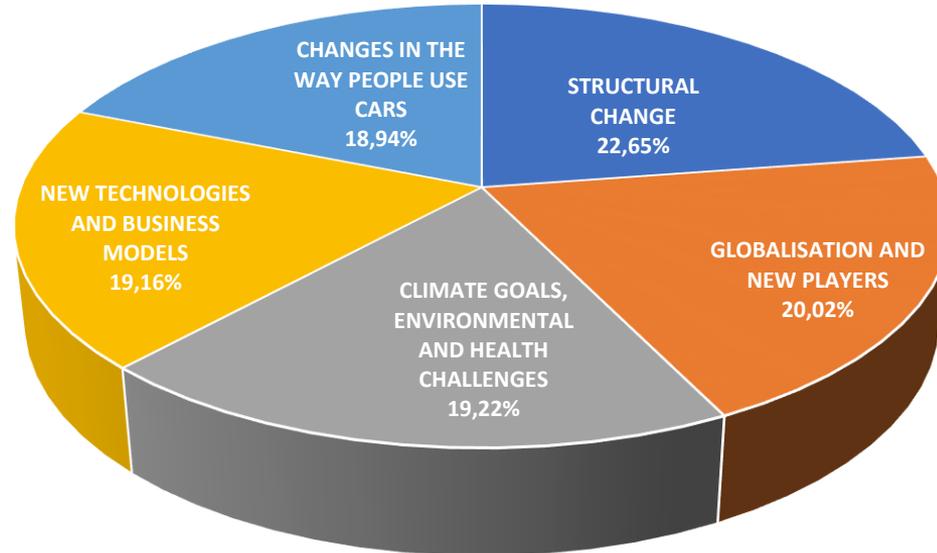
# 1.5: NACE CODES REPRESENTED

% [BASED ON NORMALISED NACE CODES]



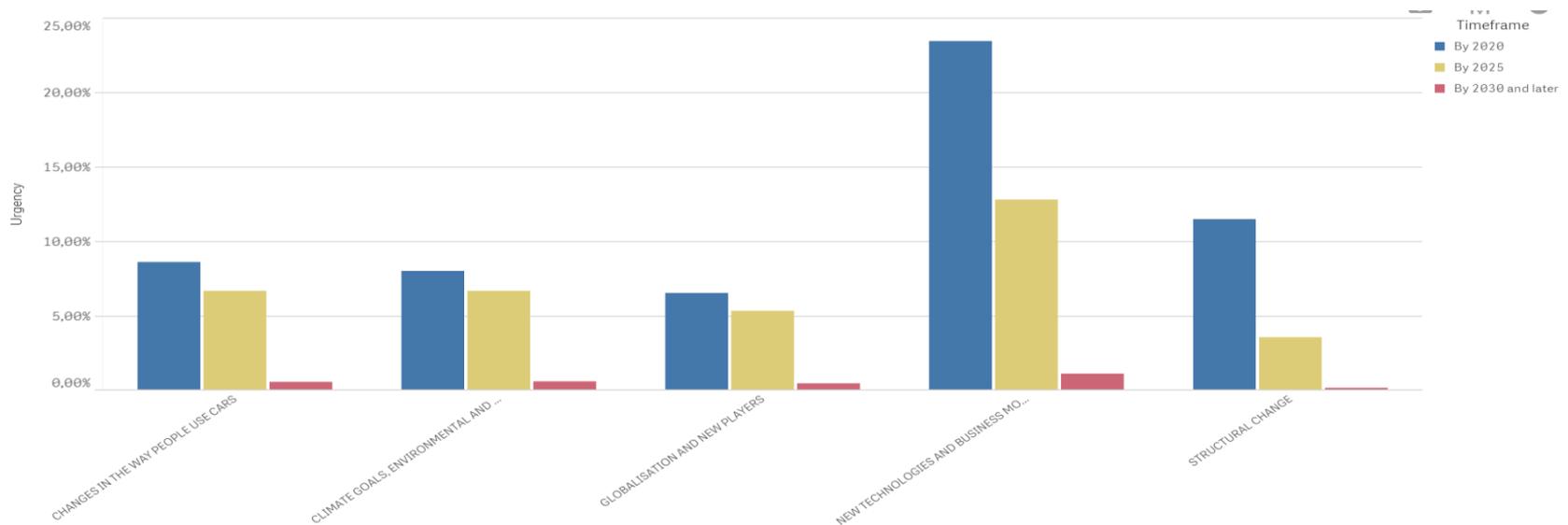
## 2.1: TOTAL DRIVERS OF CHANGE: IMPORTANCE

% [BASED ON THE AVERAGE "IMPORTANCE" OF THE REPLIES ON SINGLE DoC]



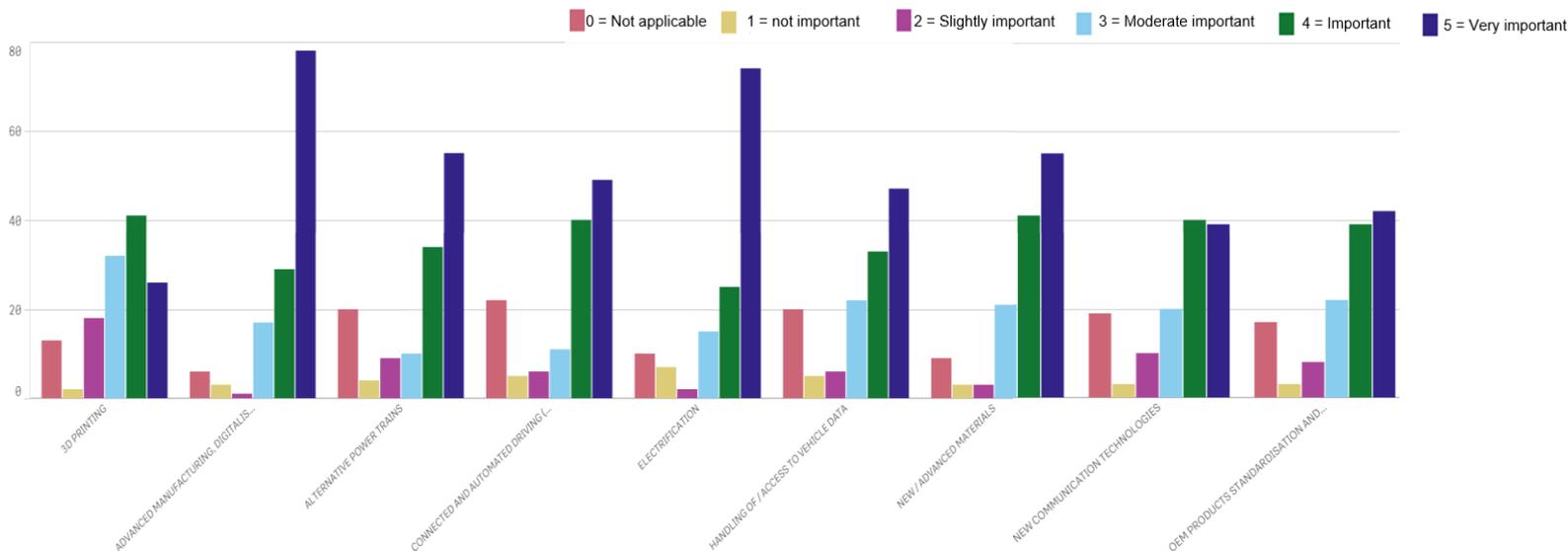
## 2.2: TOTAL DRIVERS OF CHANGE: URGENCY

% [BASED ON THE AVERAGE "URGENCY" OF THE REPLIES ON SINGLE DoC]



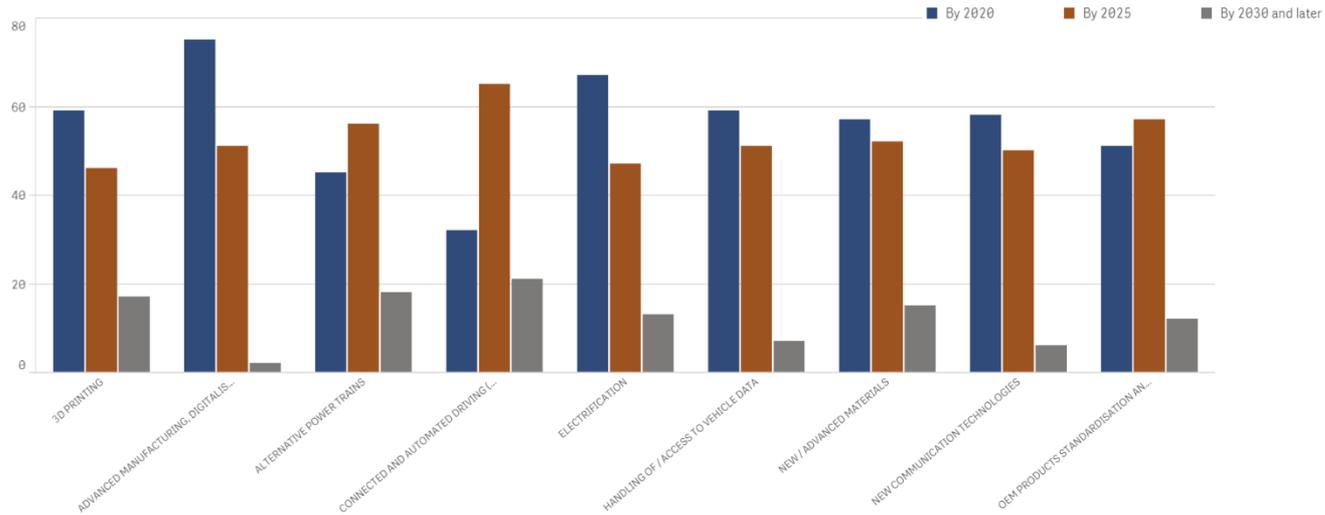
## 2.3: NEW TECHNOLOGIES AND BUSINESS MODELS: IMPORTANCE

N° (occurrence) [BASED ON THE AVERAGE "IMPORTANCE" OF THE REPLIES ON SINGLE DoC]



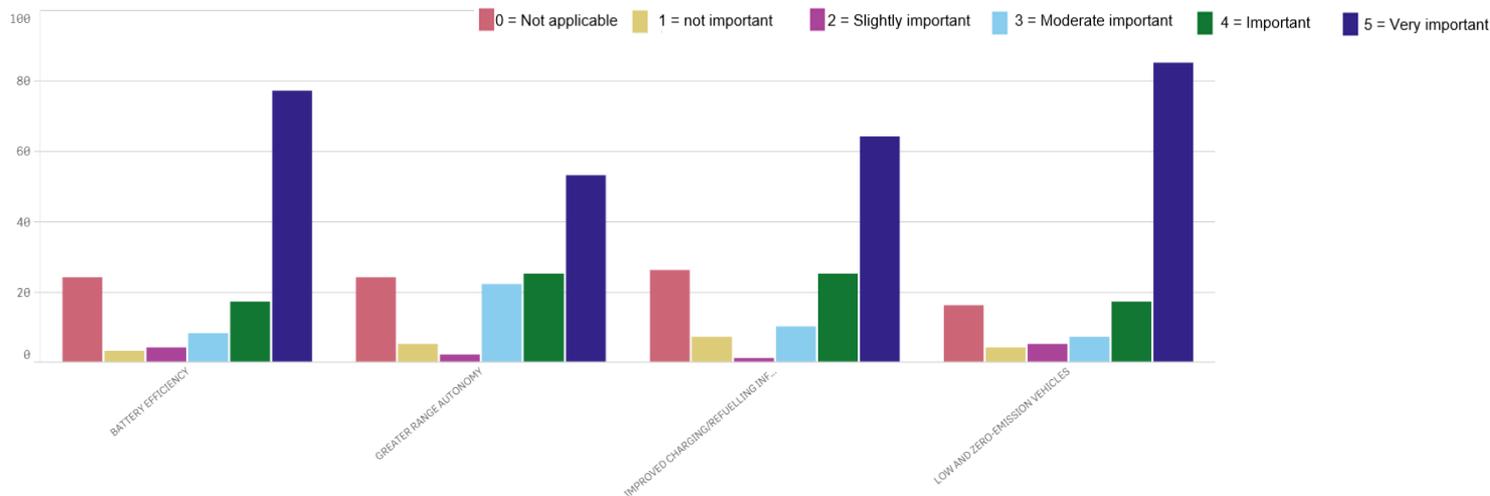
# 2.4: NEW TECHNOLOGIES AND BUSINESS MODELS: URGENCY

N° (occurrence) [BASED ON THE AVERAGE "URGENCY" OF THE REPLIES ON SINGLE DoC]



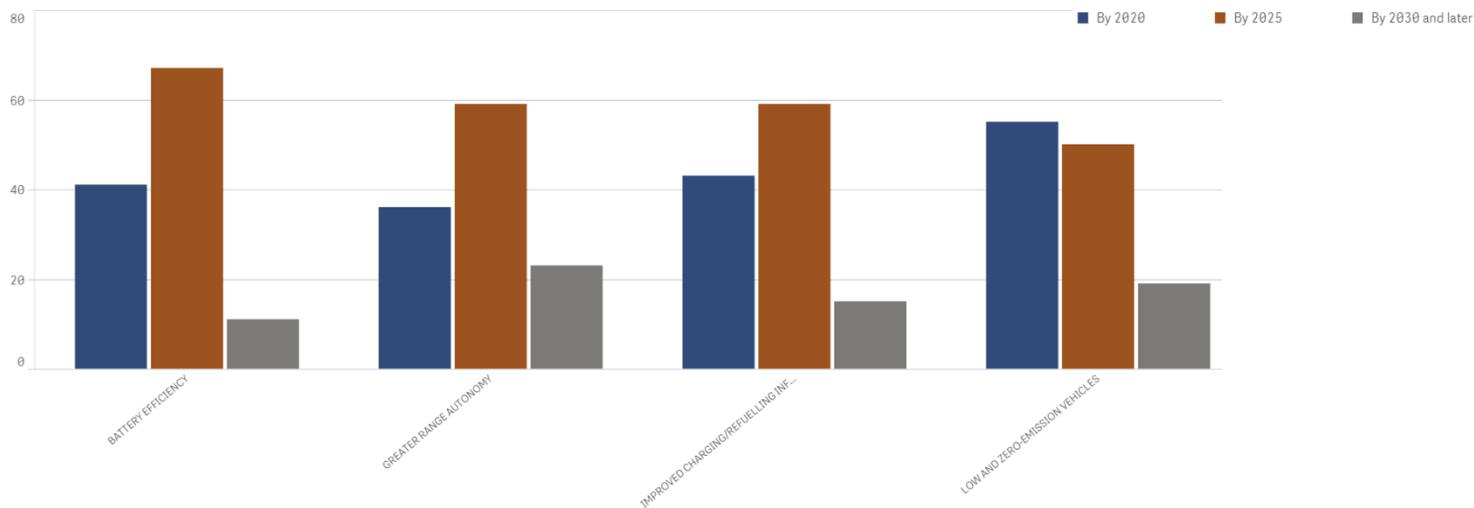
# 2.5: CLIMATE GOALS, ENVIRONMENTAL AND HEALTH CHALLENGES: IMPORTANCE

N° (occurrence) [BASED ON THE AVERAGE "IMPORTANCE" OF THE REPLIES ON SINGLE DoC]



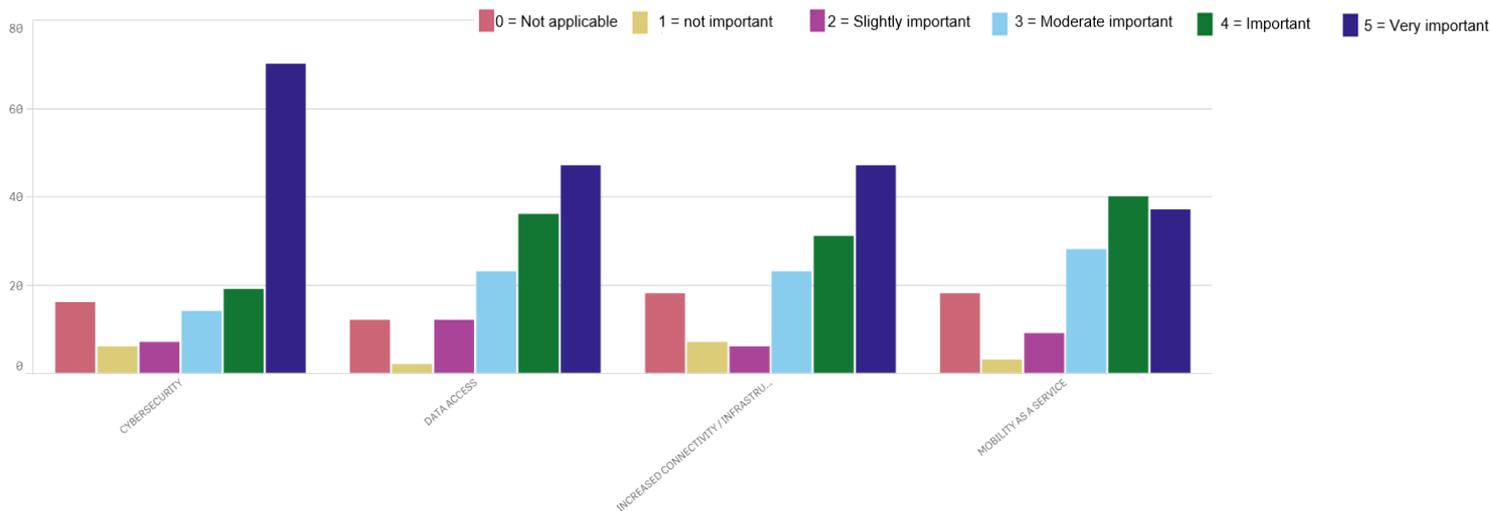
## 2.6: CLIMATE GOALS, ENVIRONMENTAL AND HEALTH CHALLENGES: URGENCY

N° (occurrence) [BASED ON THE AVERAGE "URGENCY" OF THE REPLIES ON SINGLE DoC]



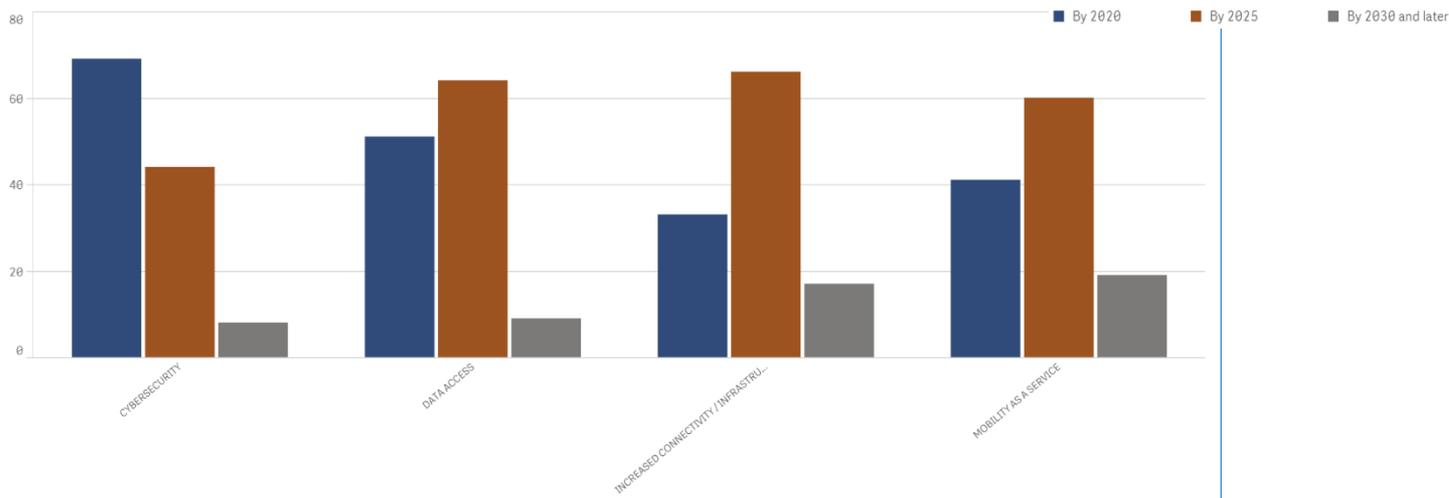
## 2.7: SOCIETAL CHANGES AND CHANGE IN THE WAY THAT CONSUMER ACCESS, PURCHASE AND USE THE CARS: IMPORTANCE

N° (occurrence) [BASED ON THE AVERAGE "IMPORTANCE" OF THE REPLIES ON SINGLE DoC]



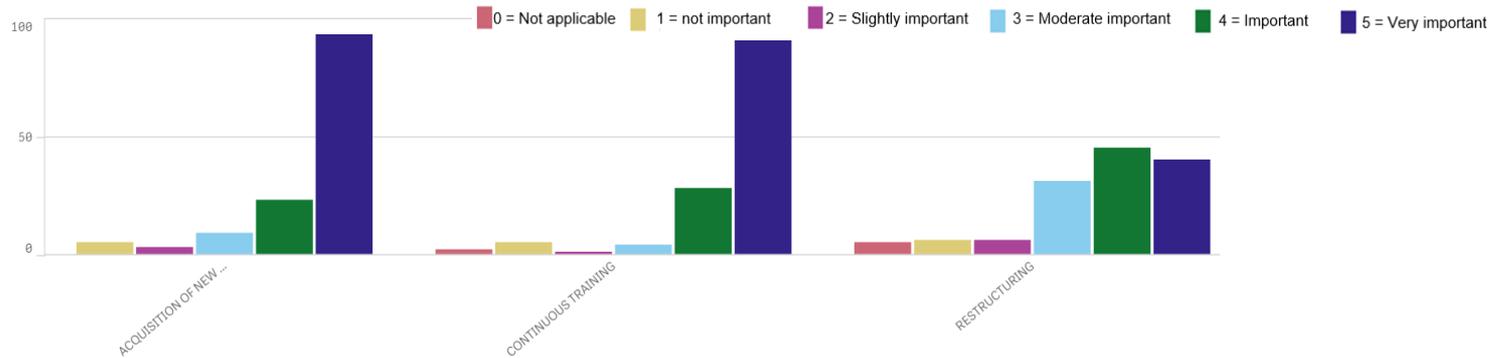
## 2.8: SOCIETAL CHANGES AND CHANGE IN THE WAY THAT CONSUMER ACCESS, PURCHASE AND USE THE CARS: URGENCY

N° (occurrence) [BASED ON THE AVERAGE "URGENCY" OF THE REPLIES ON SINGLE DoC]



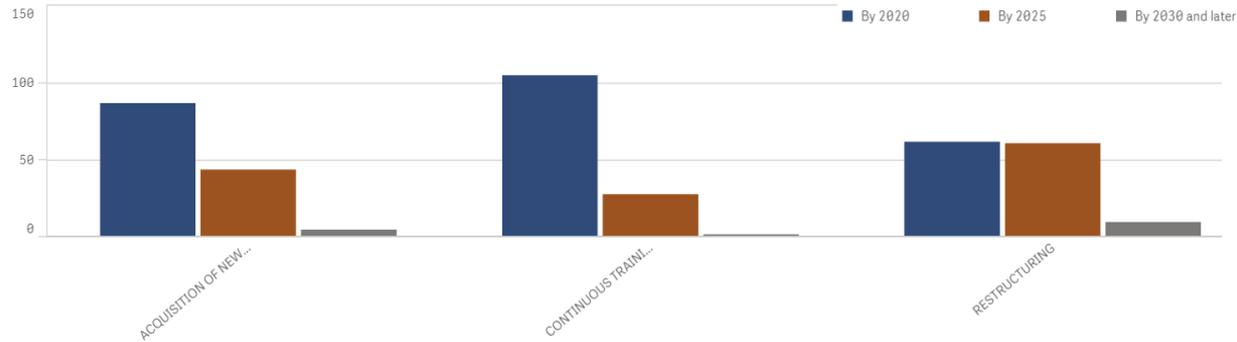
## 2.9: STRUCTURAL CHANGES: IMPORTANCE

N° (occurrence) [BASED ON THE AVERAGE "IMPORTANCE" OF THE REPLIES ON SINGLE DoC]



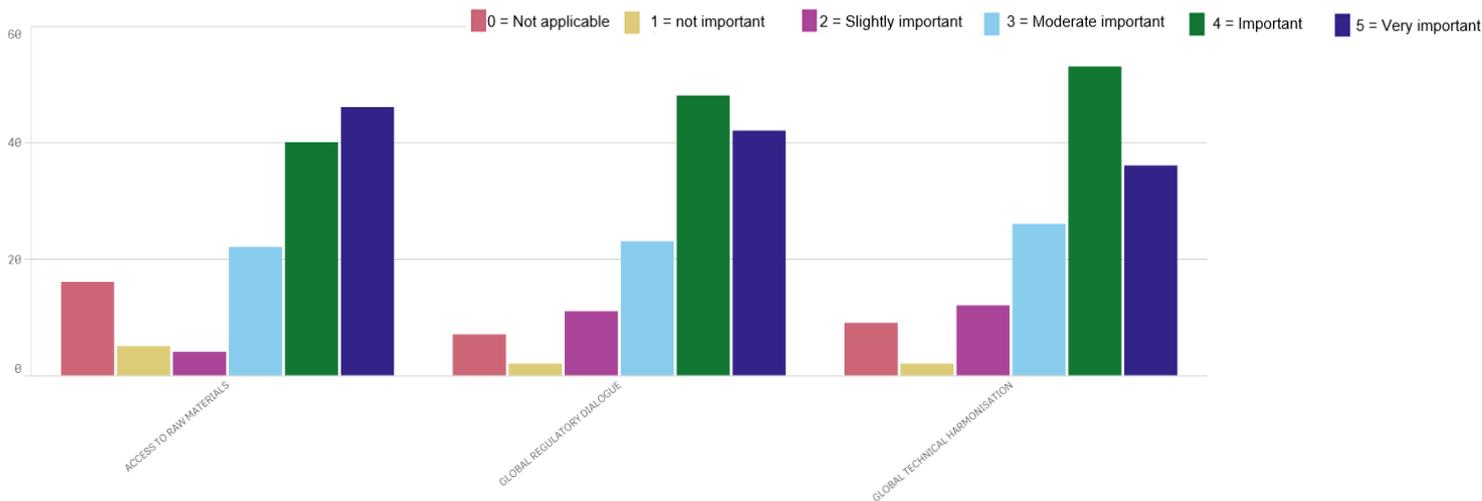
## 2.10: STRUCTURAL CHANGES: URGENCY

N° (occurrence) [BASED ON THE AVERAGE "URGENCY" OF THE REPLIES ON SINGLE DoC]



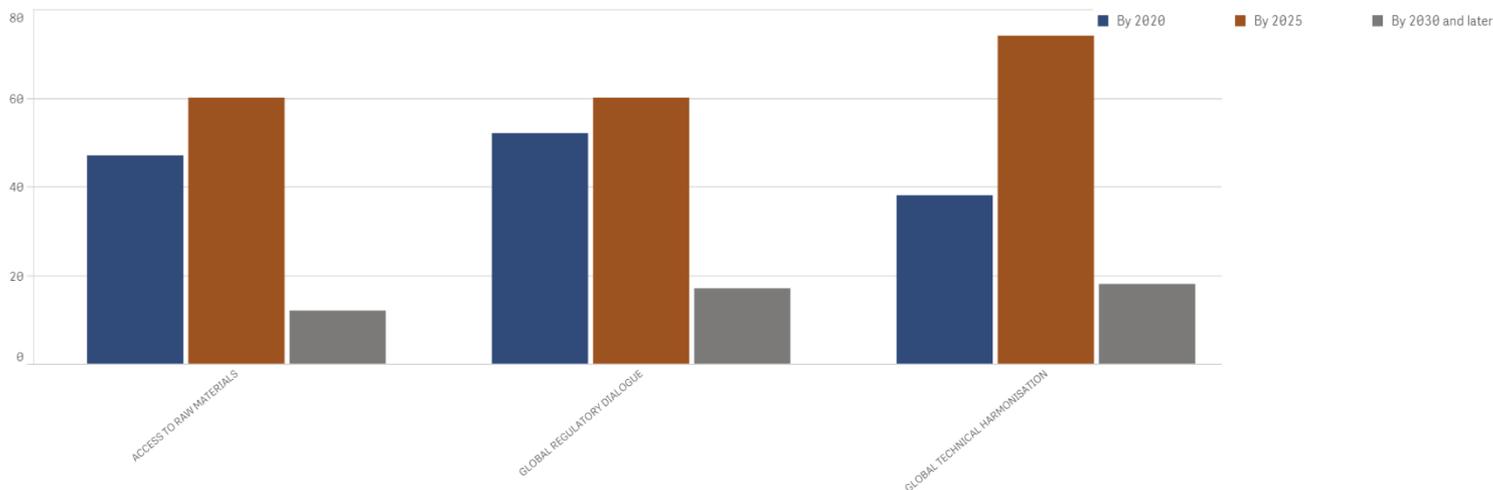
## 2.11: GLOBALISATION AND RISE OF NEW PLAYERS: IMPORTANCE

N° (occurrence) [BASED ON THE AVERAGE "IMPORTANCE" OF THE REPLIES ON SINGLE DoC]



## 2.12: GLOBALISATION AND RISE OF NEW PLAYERS: URGENCY

N° (occurrence) [BASED ON THE AVERAGE "URGENCY" OF THE REPLIES ON SINGLE DoC]



# 3.1: SKILLS RANKING 1/3

% [BASED ON NORMALISED SKILLS (N° OF TIMES THE SKILL IS NOMINATED)]

Ranking	Skill Name	%
1	BIG DATA/DATA ANALYTICS	6,8%
2	SOFTWARE DEVELOPMENT	5,4%
3	TECHNICAL KNOWLEDGE	4,1%
4	LEARNABILITY	3,7%
5	MECHATRONICS	3,4%
5	MATERIALS SCIENCES	3,4%
5	DIGITAL SKILLS	3,4%
5	ELECTRICAL/ELECTRONIC	3,4%
6	SYSTEM INTEGRATION	3,1%
6	ADAPTABILITY/FLEXIBILITY	3,1%
6	CYBERSECURITY	3,1%
7	SPECIFIC MANUFACTURING PROCESSES	2,7%
7	ARTIFICIAL INTELLIGENCE	2,7%
7	R&D&I	2,7%
7	MARKET ANALYSIS	2,7%
8	AUTOMATION/ROBOTICS	2,4%
9	MANAGEMENT & LEADERSHIP	2,0%
9	PROCESS ENGINEERING	2,0%
9	TESTING/VALIDATION	2,0%
9	DESIGN	2,0%



# 3.1: SKILLS RANKING 2/3

% [BASED ON NORMALISED SKILLS (N° OF TIMES THE SKILL IS NOMINATED)]

Ranking	Skill Name	%
10	AUTOMATED DRIVING	1,7%
10	BATTERIES	1,7%
10	SYSTEM ARCHITECTURE	1,7%
10	PRODUCT DEVELOPMENT	1,7%
11	COMMUNICATION	1,4%
11	FUNCTIONAL SAFETY	1,4%
11	AFTER-SALES SERVICES	1,4%
11	SUSTAINABILITY	1,4%
11	ENERGY MANAGEMENT	1,4%
11	CREATIVITY	1,4%
12	MECHANICAL	1,0%
12	DRIVETRAIN	1,0%
12	CONNECTIVITY	1,0%
12	CHANGE MANAGEMENT	1,0%
12	3D PRINTING	1,0%
12	POWER ELECTRONICS	1,0%
12	PROJECT MANAGEMENT	1,0%
12	PRODUCTION ORGANIZATION	1,0%
12	INTERNAL LOGISTICS	1,0%



# 3.1: SKILLS RANKING 3/3

% [BASED ON NORMALISED SKILLS (N° OF TIMES THE SKILL IS NOMINATED)]

Ranking	Skill Name	%
13	THERMAL MANAGEMENT	0,7%
13	FOREIGN LANGUAGES	0,7%
13	SIMULATION	0,7%
13	MOBILITY SERVICES	0,7%
13	TEAMWORK	0,7%
13	DIGITAL NETWORKS	0,7%
13	VIRTUAL PRODUCT DEVELOPMENT & TESTING	0,7%
13	ELECTRIC MOTORS	0,7%
13	SALES	0,7%
13	CONTINUOUS IMPROVEMENT	0,7%
13	PROBLEM SOLVING	0,7%
14	RESILIENCE	0,3%
14	IOT & CLOUD	0,3%
14	CRITICAL THINKING	0,3%
14	ELECTROCHEMICAL	0,3%
14	NETWORKING	0,3%
14	DIGITAL TWINS	0,3%
14	ENTREPRENEURSHIP	0,3%
14	BEHAVIOURAL AGILITY	0,3%
14	ALTERNATIVE ICE POWERTRAINS	0,3%
14	MAINTENANCE	0,3%
14	PREDICTIVE MAINTENANCE	0,3%
14	OPTIMIZE ACTIVITIES	0,3%

# 4.1: JOB ROLES RANKING 1/4

% [BASED ON NORMALISED JOB ROLES RANKING (N° OF TIMES THE JOB ROLE IS NOMINATED)]

Ranking	Job Role Name	%
1	AUTOMOTIVE DATA ANALYST	6,4%
2	POWERTRAIN ENGINEER	4,9%
3	AUTOMOTIVE TECHNICIAN	4,4%
4	INNOVATION MANAGER	3,9%
5	CYBERSECURITY ENGINEER	3,4%
5	DESIGN ENGINEER	3,4%
5	MARKETING AND BUSINESS DEVELOPMENT MANAGER	3,4%
6	AUTOMOTIVE MANAGER	2,9%
6	SOFTWARE SPECIALIST	2,9%
6	MANUFACTURING ENGINEER	2,9%
7	ELECTRIFICATION ENGINEER	2,5%
7	PROCESS ENGINEER	2,5%
7	SYSTEMS ENGINEER	2,5%
7	MAINTENANCE TECHNICIAN	2,5%
8	ADVANCED MATERIAL ENGINEER	2,0%
8	PROJECT MANAGER	2,0%
8	PRODUCTION WORKER	2,0%
8	AUTOMOTIVE ENGINEER	2,0%
8	SOFTWARE ENGINEER	2,0%



# 4.1: JOB ROLES RANKING 2/4

% [BASED ON NORMALISED JOB ROLES RANKING (N° OF TIMES THE JOB ROLE IS NOMINATED)]

Ranking	Job Role Name	%
9	QUALITY ENGINEER	1,5%
9	ARTIFICIAL INTELIGENCE PROFESSIONAL	1,5%
9	MOBILITY SERVICES MANAGER	1,5%
9	ARCHITECTURE AND INTEGRATION SPECIALIST	1,5%
9	SALES SPECIALIST	1,5%
9	BATTERY PROFESSIONAL	1,5%
9	MECHATRONIC ENGINEER	1,5%
9	DIGITALISATION ENGINEER	1,5%
10	PRODUCT ENGINEER	1,0%
10	MECHANICAL TECHNICIAN	1,0%
10	VEHICLE DATA SPECIALIST	1,0%
10	3D PRINTING TECHNICIAN	1,0%
10	CUSTOMER CARE ASSISTANT	1,0%
10	COMPLIANCE MANAGER	1,0%
10	ELECTRICAL TECHNICIAN	1,0%
10	V2X SPECIALIST	1,0%
10	QUALITY TECHNICIAN	1,0%
10	PRODUCT MANAGER	1,0%
10	MECHATRONIC TECHNICIAN	1,0%



# 4.1: JOB ROLES RANKING 3/4

% [BASED ON NORMALISED JOB ROLES RANKING (N° OF TIMES THE JOB ROLE IS NOMINATED)]

Ranking	Job Role Name	%
11	HOMOLOGATION ENGINEER	0,5%
11	MECHANICAL ENGINEER	0,5%
11	TECHNICAL SALES SUPPORT	0,5%
11	MAINTENANCE ENGINEER	0,5%
11	SYSTEM INTEGRATION ENGINEER	0,5%
11	ACCESSIBILITY MANAGER	0,5%
11	CHIEF COMMUNICATIONS OFFICER	0,5%
11	DIVERSITY MANAGER	0,5%
11	SUSTAINABILITY MANAGER	0,5%
11	TECHNICAL WRITER	0,5%
11	TERMINOLOGY MANAGER	0,5%
11	CONFIGURATION AND CHANGE MANAGER	0,5%
11	AUTONOMOUS DRIVING SPECIALIST	0,5%
11	COMPUTER VISION ENGINEER	0,5%
11	FLEET MANAGEMENT SYSTEM DEVELOPER	0,5%
11	AUTOMATION ENGINEER	0,5%
11	LOGISTICS MANAGER	0,5%
11	PARTNER RELATIONSHIP MANAGER	0,5%



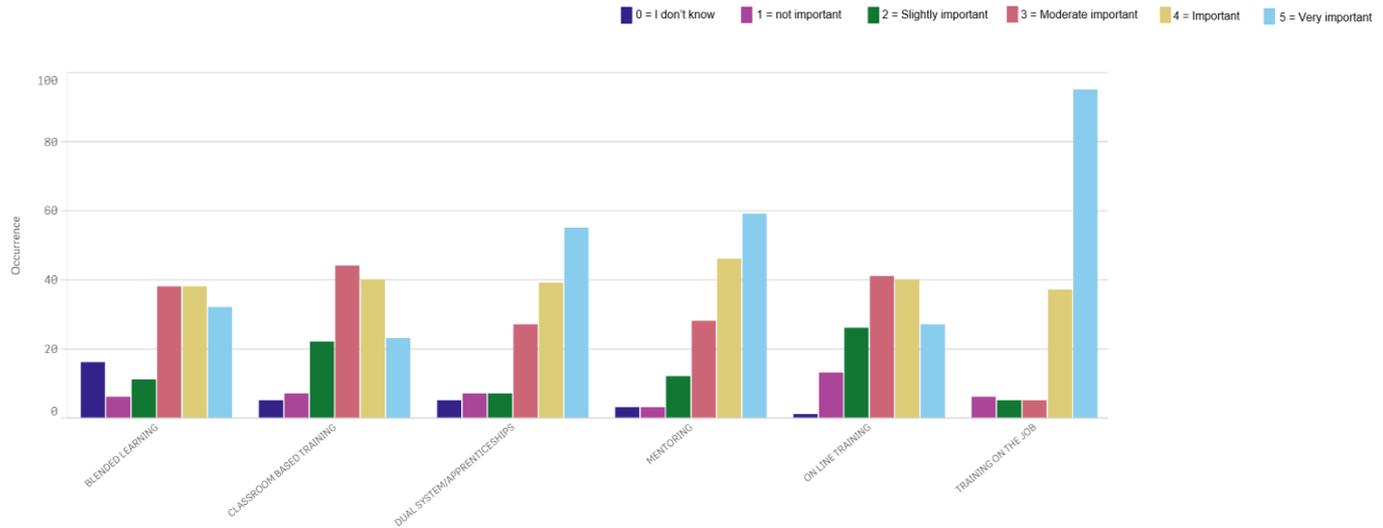
# 4.1: JOB ROLES RANKING 4/4

% [BASED ON NORMALISED JOB ROLES RANKING (N° OF TIMES THE JOB ROLE IS NOMINATED)]

Ranking	Job Role Name	%
11	ACES ENGINEER	0,5%
11	DEPENDABILITY ENGINEER	0,5%
11	POWER ELECTRONICS ENGINEER	0,5%
11	HEAD OF STRATEGY	0,5%
11	HUMAN RESOURCES SPECIALIST	0,5%
11	PROCUREMENT PROFESSIONAL	0,5%
11	ROBOTIC ENGINEER	0,5%
11	RUBBER TECHNOLOGIST	0,5%
11	ALTERNATIVE ENERGY ENGINEER	0,5%
11	SALES MANAGER	0,5%
11	ADDITIVE MANUFACTURING ENGINEER	0,5%
11	R&D ENGINEER	0,5%
11	CYBERSECURITY MANAGER	0,5%
11	APPLICATION ENGINEER	0,5%
11	INDUSTRIAL ENGINEER	0,5%
11	TECHNICAL MANAGER	0,5%
11	ELECTRICAL ENGINEER	0,5%
11	PRODUCTION TEAM LEADER	0,5%
11	GOVERNMENT AFFAIRS	0,5%
11	CAPACITY PLANNER	0,5%
11	KEY ACCOUNT E-MOBILITY	0,5%

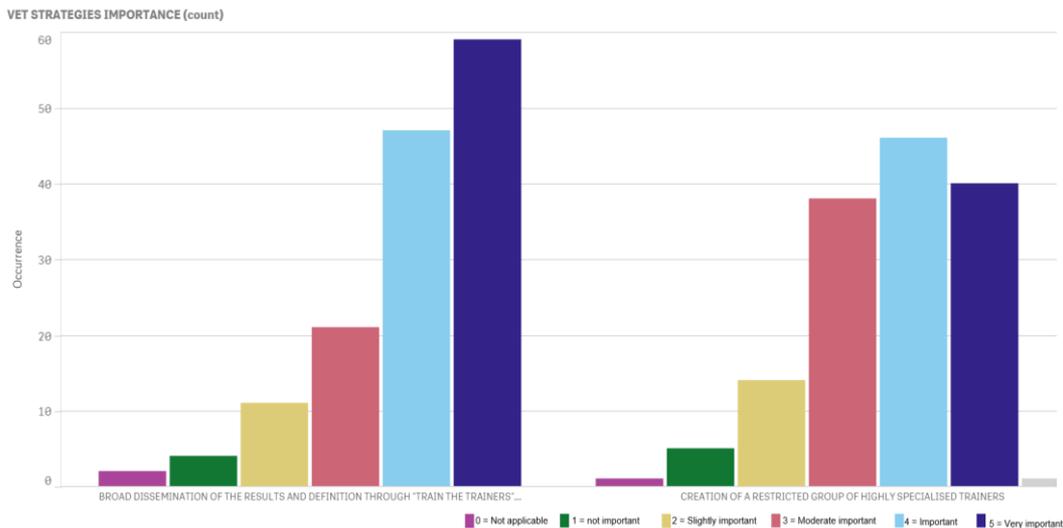
# 5.1: VET APPROACHES

N° (occurrence) [BASED ON THE NORMALISED REPLIES]



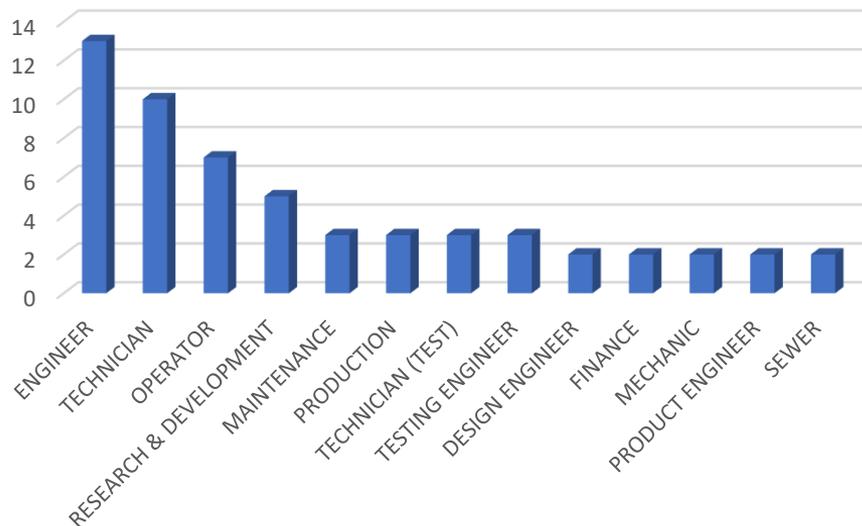
## 5.2: VET STRATEGIES

N° (occurrence) [BASED ON THE NORMALISED REPLIES]



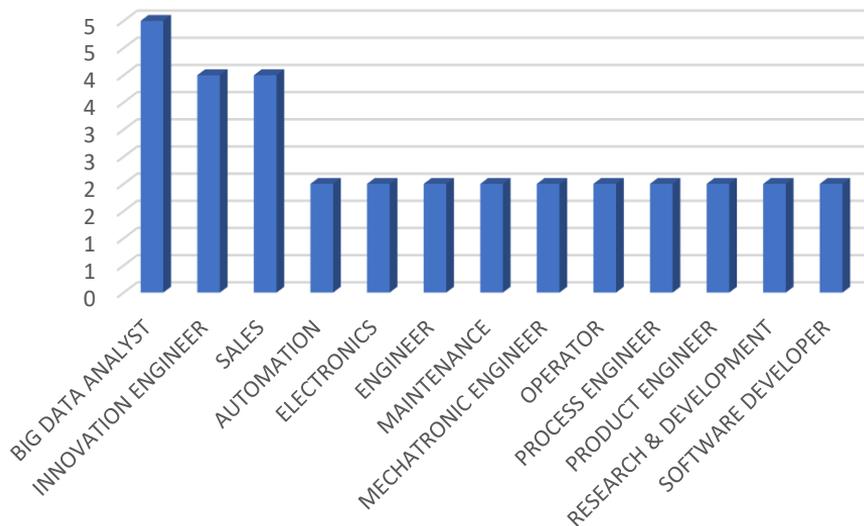
# 5.3: APPRENTICESHIP: JOB ROLES CURRENT RANKING

N° (occurrence) [BASED ON THE NORMALISED REPLIES]



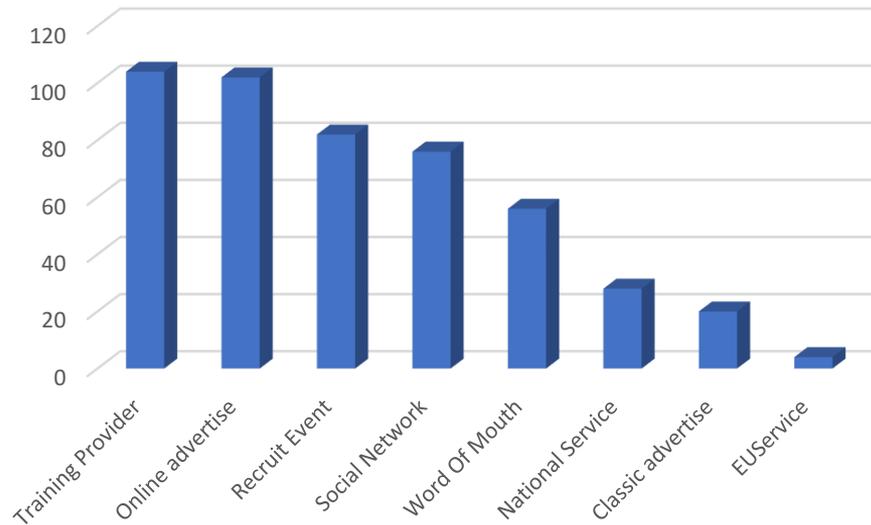
# 5.4: APPRENTICESHIP: JOB ROLES IN FIVE YEARS

N° (occurrence) [BASED ON THE NORMALISED REPLIES]



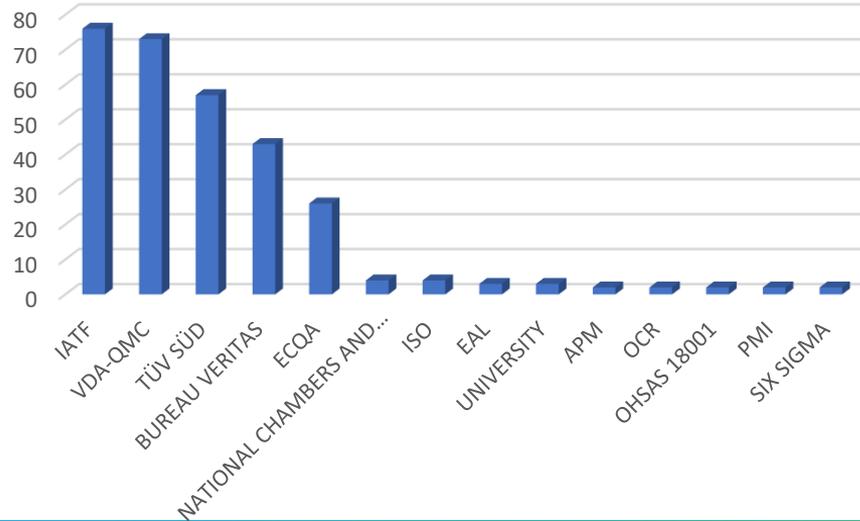
# 5.5: APPRENTICESHIP: RECRUITMENT STRATEGIES

N° (occurrence) [COUNT BASED ON THE NORMALISED REPLIES]

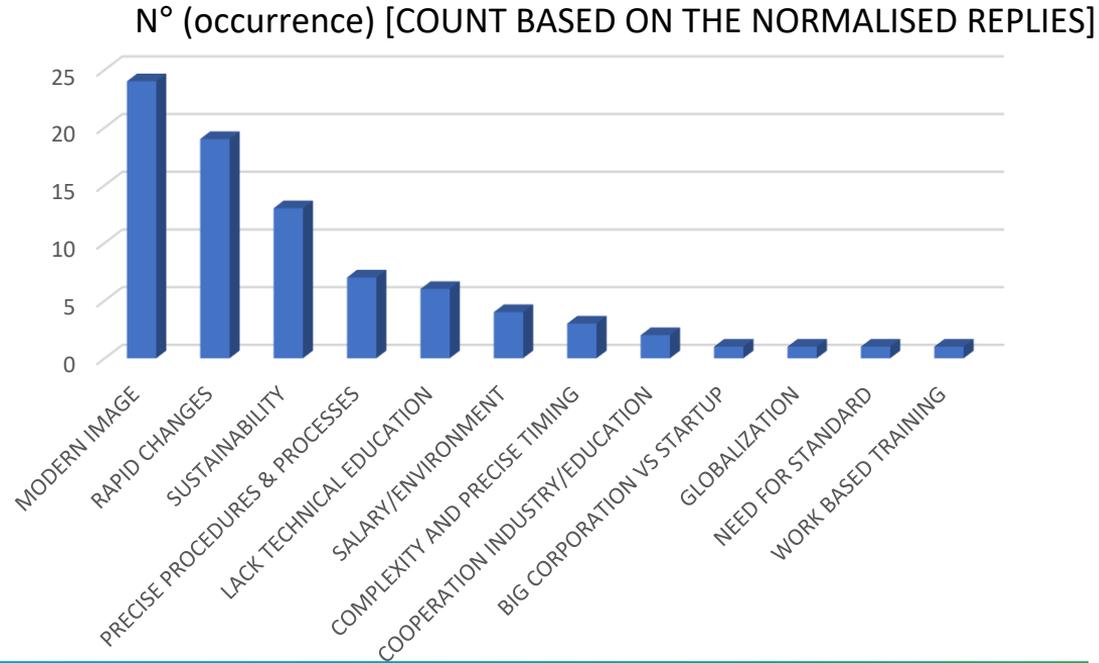


# 6.1: SKILLS RECOGNITION AND QUALIFICATION STANDARDS

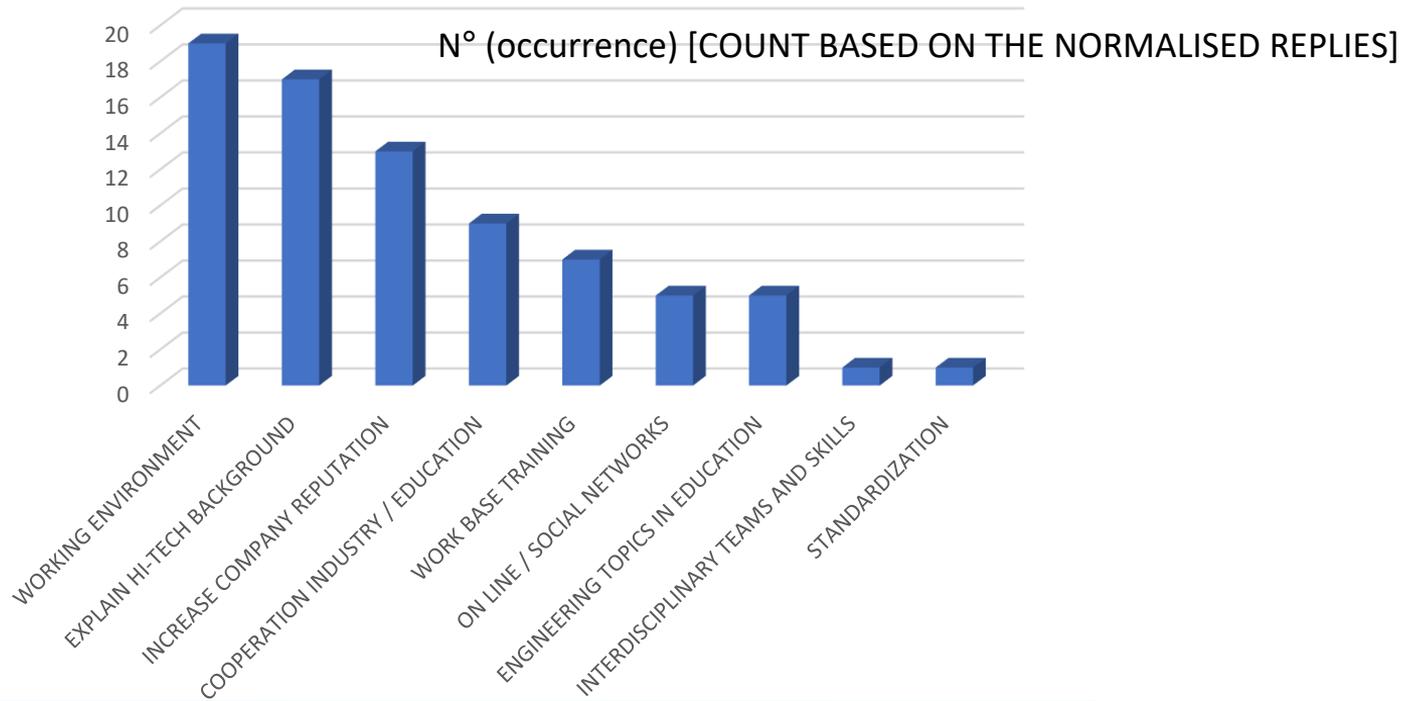
N° (occurrence) [COUNT BASED ON THE NORMALISED REPLIES]



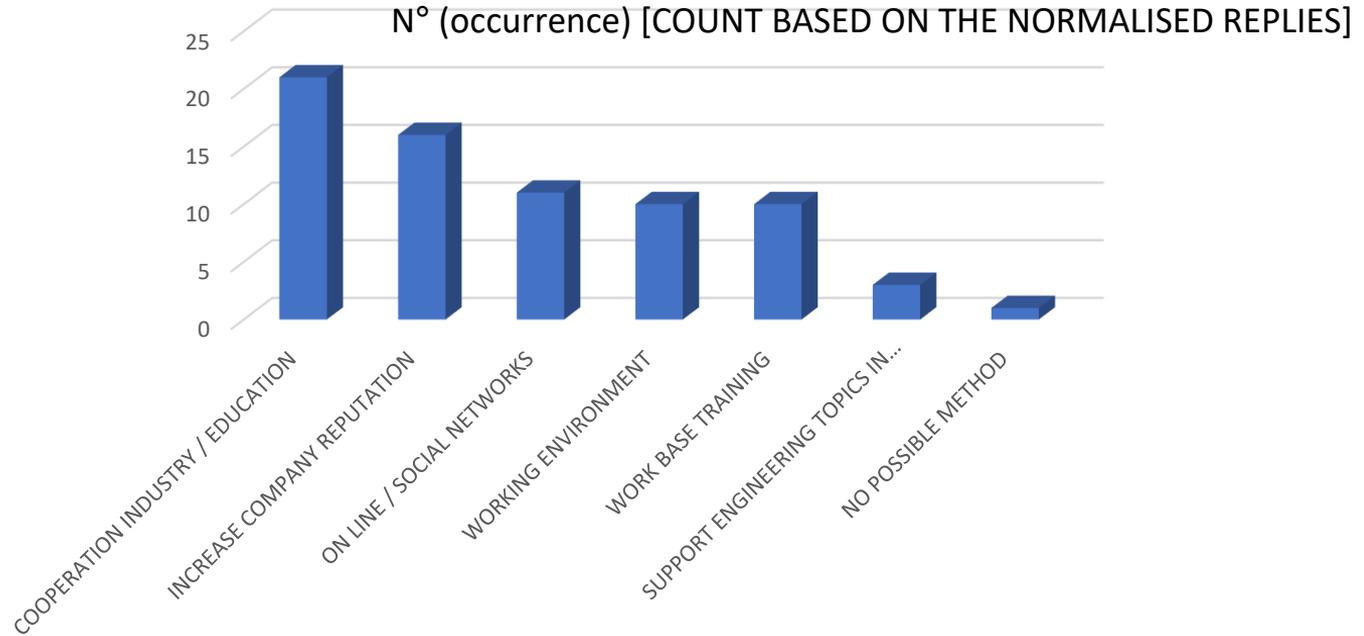
# 7.1: RECRUITMENT AND ATTRACTIVENESS: CHALLENGING



# 7.2: RECRUITMENT AND ATTRACTIVENESS: APPROACH

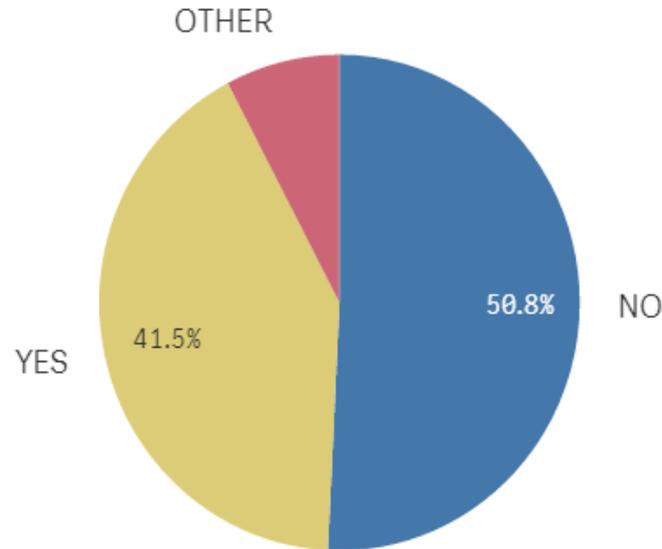


# 7.3: RECRUITMENT AND ATTRACTIVENESS: METHODS



# 8.1: COOPERATION ON SKILL AGENDA

% [COUNT BASED ON THE NORMALISED REPLIES]





# Thank you for your attention

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