



KEY ACTION 5: FOCUS ON ALL LEVELS OF EDUCATION AND TRAINING

AUTOMOTIVE SKILLS AGENDA STRATEGY & ROADMAP

DESCRIPTION

The critical mass of the employees and workers has lower than tertiary level education. Their continuous upskilling and reskilling is critical.

Education and training providers should also enable clear upskilling paths for the lower skilled employees.

The more complex structure of the workforce in the automotive industry must also be reflected in the much broader scope of the education and training provided. This implies that the target groups of the education providers must be much broader, including post-graduate institutes, universities, VET providers and apprenticeships.

RATIONALES






The core of employment in the sector will be challenged by the drivers of change. The focus must not only be on the “leaders” but also on the much higher number of unskilled workers or workers with low level of skills/ competences.

The challenges for these employees will be even higher as increasing digitalisation and robotisation of the industry will lead to an increased need of highly specialised skills. A worker can have very low education levels and diplomas and yet be the most competent in a given area because of his/her training on the job and courses which may not translate into higher education diplomas. The problem is not these workers, but those that have no skills whatsoever.



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	Industry 	Education and Training Providers 	National Authorities 	Trade Unions 	European Commission 
1. Identify specific needs for workers with lower levels of skills	K	K	S	K	S
2. Develop specific training activities/programmes for workers with lower level of skills to upgrade their skills and create clear progression pathways between different training levels	S	K	S	S	S
3. Identify specific needs for workers with high levels of skills	K	K	S	K	S
4. Develop specific training activities/programmes for workers with high level of skills, to upgrade their skills and ensure clear progression pathways between different training levels	S	K	S	S	S

	SHORT/MID-TERM EXECUTION - To be done in a given timeframe because it is "urgent", and / or propaedeutic to other activities.
	CONTINUOUS EXECUTION - Activities to be carried out continuously, with methodology and constancy over time.
K	KEY ROLE - Active contribution to achieve the Action.
S	SUPPORTING ROLE – Supportive role to help achieving the Action.

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