

AUTOMOTIVE SKILLS AGENDA STRATEGY & ROADMAP



DRIVES SKILLS AGENDA

MISSION

Build sustainable ecosystem for continuous cooperation on upskilling and reskilling of workforce in the automotive sector, by including the key sectoral stakeholders and looking to specific skills needs, education and training offer, to tackle the rapid and ongoing sectoral innovation and change.

VALUES

Commitment: Industry, social partners, trade unions, training providers and institutions are committed to close the skills gap in the automotive sector.

Trust & Respect: Stakeholders work together in close dialogue on the basis of mutual trust and in respect of each other's competences and values.

Forward Looking: Positive and forward-looking attitude towards change with innovation and training at the basis of dealing with upcoming drivers of change.

Workforce Driving Change: The competitiveness and sustainability of the automotive industry relies on its workforce and its ability to drive it forward.

Subsidiarity: Tackle the skills gap challenge at the most appropriate level, whilst striving for a European framework.

VISION

- Sustainable and systematic sectoral cooperation focused on skills agenda amongst key stakeholders on European and national/regional, such as large enterprises, SMEs, sectoral associations, trade unions, public authorities.

- Continuous, systematic and pragmatic way to gather industrial skills needs in the Automotive sector.

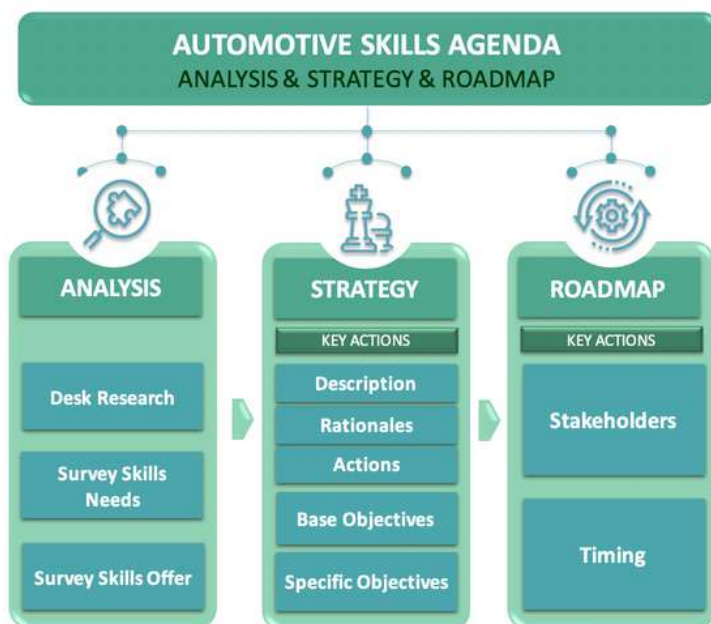
- Continuous and adjustable education and training offer reflecting the needs of industry and minimising the gaps while ensuring sustainable level of knowledge.

- Systematic recognition of skills and knowledge achieved to allow transferable approach to skills and education and training offer.

- Ensure systematic approach to initial as well as continuous education and trainings in the automotive sector.

Automotive Sector's ongoing changes require high levels of upskilling and reskilling of current and future workforce. These aspects are covered by the **Automotive Blueprint for Sectoral Cooperation on Skills - DRIVES project**. Analysis from surveys and intelligence from the partnership led to a first issue of the **Automotive Skills Strategy and Roadmap**.

To fulfill **mission**, **vision** and **values** of the sector, DRIVES identified 8 main Key Areas, which provide a basis and elements for further analysis by automotive stakeholders.



DRIVES Skills Agenda is based on three main pillars combining:

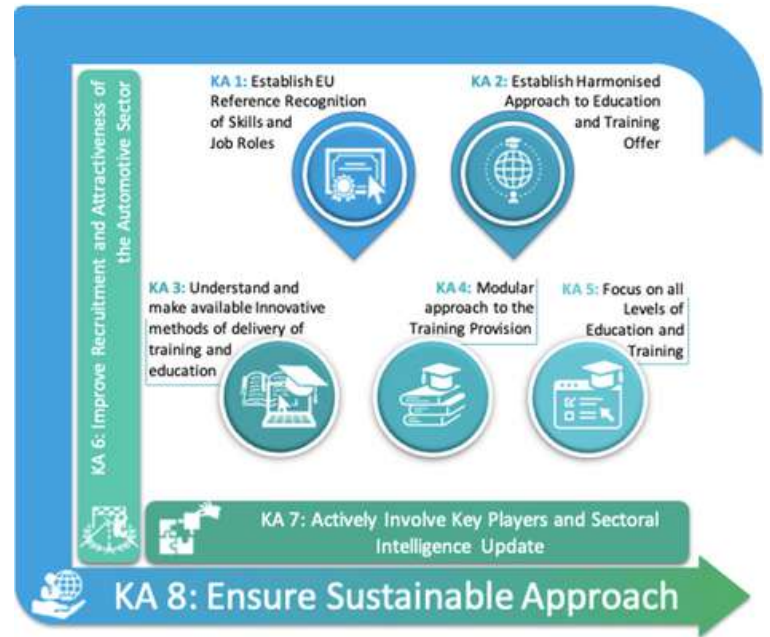
- the analysis of desk research and contributions from stakeholders,
- the strategy, responding to base and specific objectives to which key actions are associated
- the roadmap that sets the scene around **Key Actions**, involving stakeholders in their deployment.

Key Actions (KA) condense activities required to build a sustainable ecosystem for continuous cooperation on upskilling and reskilling of the workforce in the Automotive sector.

The ecosystem encompasses **KA 1:** Establish EU Reference Recognition of Skills and Job Roles supported by **KA 2:** Establish Harmonised Approach to Education and Training Offer. **KA 3:** Understand and make available innovative methods of delivery of training and education, **KA 4:** Modular Approach to the Training Provision and **KA 5:** Focus on All Levels of Education and Training that help create the ecosystem and its specific direction.

All of the actions are supported by **KA 7:** Actively Involve Key Players and Sectoral Intelligence Update and **KA 8:** Ensure Sustainable Approach, which creates the basis for all the existing actions and possible future key actions to be defined and planned.

All the work in the Skills Agenda is directly or indirectly related to the pillar allied to **KA 6:** Improve Recruitment and Attractiveness of the Automotive Sector.



The **Automotive Skill Agenda Roadmap** takes into the account the identified Key Actions and targets relevant stakeholders for required engagement and commitment.

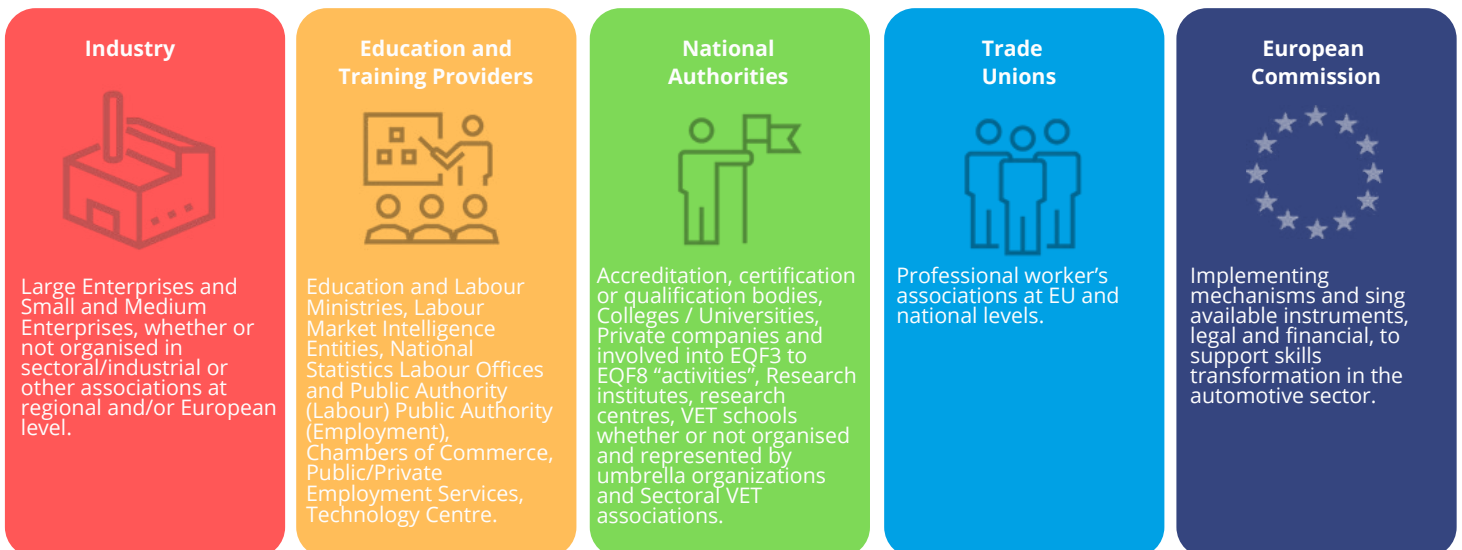
The role of each group of stakeholders involved in each KA has been identified within:

- **K (KEY ROLE)**, active contribution to achieve the Action
- **S (SUPPORTING ROLE)**, supportive role to help achieving the Action

The time (the time execution for the specific action to be taken) has been identified by 2 colours:

- **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

STAKEHOLDERS HAVE BEEN GROUPED BY:



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