The Automotive Skills Council, a comprehensive approach towards a more dynamic labour market

Brussels, October 6th 2015
Federico Brugnoli
The main and general objective of the project consists in finding **effective ways and establishing sustainable networking processes to better anticipate the current and future skills needs throughout the automotive sector in Europe**.
Technical Objectives

Developing and formalising skills intelligence:
  • Qualitative information
  • Quantitative data
  • Forecasts
  • Examples
  • Best practices

Bring sector specific skills issues to the attention of policy makers and other stakeholders.

Prepare suitable ground for possible future actions
SKILLS COUNCIL MEMBERS
<table>
<thead>
<tr>
<th>BOARD</th>
<th>INDUSTRIALL</th>
<th>ETRMA</th>
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**16 ORGAN.**  
**11 MS**  
**DIFFERENT COMPETENCIES**
Industry Core Group:

The statutes, of the EASC foresee the possibility to create an Industry Core Group, “to foster participation from the industry, in order to maximise synergies and to secure long-term commitment”

We are looking for candidates

First ICG meeting: November 2nd 2015: Brussels
METHODOLOGY

SCOPE AND FRAMEWORK

NEEDS

SOLUTIONS

RECOMMENDATIONS AND FOLLOW UP ACTIONS

EU/NATIONAL/REGIONAL RESOURCES

CONCRETE PROJECTS

RESULTS
SCOPE AND FRAMEWORK
Collection of the latest figures describing the sector, comparison with national data

**Framework**

<table>
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<tr>
<th>Country</th>
<th>Number of enterprises</th>
<th>Number of persons employed</th>
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**“Structural Analysis”**

- The EU Automotive industry
- Structural information
- Workforce characterisation

**“Forecasting”**

- Possible scenarios
- Demographic trends
- Emerging and disappearing skills
- National + Regional examples
Nace C291 - Manufacture of motor vehicles
Nace C292 Manufacture of bodies (coachwork) for motor vehicles; manufacture of trailers and semi-trailers
Nace C293 Manufacture of parts and accessories for motor vehicles
Nace C2211 Manufacturing of rubber tyres and tubes, retreading and rebuilding of rubber tyres
Nace C2219 Other rubber products
**Framework**

**Nace C291** - Manufacture of motor vehicles

**Nace C292** Manufacture of bodies (coachwork) for motor vehicles; manufacture of trailers and semi-trailers

**Nace C293** Manufacture of parts and accessories for motor vehicles
2012 - Distribution of EU turnover (€ 846.599 Milions)
2012 - Distribution of EU Enterprises (19.468)
2012 - Distribution of EU Employees (2,274,378)
Eurostat (Nace 291, 292, 293)

2012 - Employees by age groups
Nace C2211 Manufacturing of rubber tyres and tubes, retreading and rebuilding of rubber tyres
Nace C2219 Other rubber products
2012 - Distribution of EU turnover (€ 73,352 Milions)
2012 - Distribution of EU turnover
(€ 45.243 Milions, 62% of the whole Nace 221)
Eurostat (Nace 221)

2012 - Distribution of EU Enterprises (7.799)
2012 - Distribution of EU Enterprises
(1,328, 17% of the Whole Nace 221)
2012 - Distribution of EU Employees (330,000)
2012 - Distribution of EU Employees (115,000, 35% of the Whole Nace 221)
2013 - Employees by age groups

- 77.9% 15-24
- 7.9% 25-54
- 0.3% 55-64
- 13.9% 65+

Eurostat (Nace 221)
NEEDS
Identification and analysis of the most relevant consequenced in terms of evolution of employment and skills.

### 0.1.1 WHAT IMPACT DO THESE SEVEN DRIVERS HAVE ON THESE DIFFERENT REPRESENTATIVE OCCUPATIONS IN THE AUTOMOTIVE SECTOR?

<table>
<thead>
<tr>
<th>DRIVERS</th>
<th>ADVANCED MANUFACTURING</th>
<th>ADVANCED MATERIALS</th>
<th>COMPLEX AND GLOBAL SUPPLY CHAINS</th>
<th>LIFE CYCLE DESIGN, POLLUTION PREVENTION, PRODUCT RECYCLABILITY</th>
<th>ACTIVE SAFETY, AUTOMATED DRIVING, CONNECTIVITY</th>
<th>DECARBONISATION, HYBRIDIZATION, ELECTRIFICATION</th>
<th>EVOLUTION OF CONSUMER REQUIREMENTS</th>
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Needs

Drivers of change

ADVANCED MANUFACTURING

ADVANCED MATERIALS

COMPLEX AND GLOBAL SUPPLY CHAINS

LIFE CYCLE DESIGN, POLLUTION PREVENTION, PRODUCT RECYCLABILITY

ACTIVE SAFETY, AUTOMATED DRIVING, CONNECTIVITY

DECARBONISATION, HYBRIDIZATION, ELECTRIFICATION

EVOLUTION OF CONSUMER REQUIREMENTS
### Needs

#### Existing Occupations

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State Of the Art

8 RESPONSES

GENERAL UNDERSTANDING OF DRIVERS OF CHANGE

GOOD CHOICE OF REPRESENTATIVE OCCUPATIONS (ESCO)

LOW LEVEL OF DETAIL IN RESPONSES RECEIVED
Needs

Drivers impacting existing occupations

- Advanced Manufacturing: 67.5%
- Advanced Materials: 62.5%
- Complex and Global Supply Chains: 45.0%
- Life Cycle Design, Pollution Prevention, Product: 47.5%
- Active Safety, Automated Driving, Connectivity: 50.0%
- Decarbonisation, Hybridization, Electrification: 45.0%
- Evolution of Consumer Requirements: 57.5%
Impact on existing occupations

- Materials Planning Analyst: 21.3%
- Maintenance Technician: 28.7%
- Assembly Line Operative/Assembler: 20.7%
- CNC Operator/Tool and Die Maker: 15.3%
- Paint Technician/Motor Vehicle Painter: 14.0%
Keywords

- Engineering maintenance environment
- Correlation between the different technological sub-processes
- Knowledge of new materials characteristics
- Application of ICT in manufacturing environment
- Virtual and augmented reality tools
- Preventive maintenance
- New machinery and processes
- More precision and a higher OEE
- Proactiveness
- Flexibility
NEW OCCUPATIONS

Locksmith-welder
Logistic planning
R&D Engineer
Product Design and Development Technician
Mechatronic technician
Mechemtronic Engineer
Renewables/Sustainability specialist
Manufacturing execution systems operators
Additive manufacturing technician
SOLUTIONS
EXAMPLES OF TOPICS ON WHICH EXISTING SOLUTIONS TO BE EXPLORED:

- Identifying skills needs
- Meeting skills needs
- Developing new curricula/qualifications
- Recognising prior learning
- Coordinating stakeholders
- Addressing and closing the skills gaps
- Different forms of training
Next project steps
Next steps

Industry core group (Nov 2nd 2015)

Further interaction with ESSC members for data collection, elaboration of the reports

Identification of priorities and recommendations

Evaluation of possible actions under Erasmus+

• *Further investigation on skills gaps*

• *Elaboration and provision of updated curricula*
Final Project conference: February 25th 2016 Brussels
Thank you
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