



**PACT FOR  
SKILLS**

# **PACT FOR SKILLS** LARGE- SCALE PARTNERSHIPS

Automotive Skills Alliance LSP

# Commitment for the Automotive-Mobility ecosystem

PACT FOR  
SKILLS

*The Pact for Skills Large-Scale Partnerships ambition to supporting the upskilling and reskilling of their workforce.*

The European automotive industry is going through an unprecedented transformation vis-à-vis long-term shift towards clean and digital mobility, and the goal of achieving carbon neutrality by 2050. This transition is already significantly impacting the lives of the more than 14.6 million Europeans currently employed in the automotive value chain. The whole European automotive ecosystem, from small SMEs to big OEMs and from suppliers, dealers, up to very last maintenance and repair workshops, is facing disruption. The transition and foreseen structural change crucially impact the workforce with numbers of jobs being endangered in the short to medium-term, whereas the entire automotive chain struggles to attract and recruit qualified people for new and emerging jobs coming. To remain competitive and to meet their economic and social responsibilities, the industry needs to invest significantly in the re/upskilling of its workforce.

In support of the objectives of the **European Year of Skills** and of the **European Pillar of Social Rights Action Plan**, the Automotive Skills Alliance Large-Scale Partnership of the Pact for Skills supports the ambition that by 2030, 5% of the Automotive-Mobility workforce will participate in upskilling or reskilling actions each year.

## Headline commitment

*5% of workers participating in upskilling or reskilling actions in the whole ecosystem annually by 2030.*

*This is estimated to mean approximately 700.000 workers each year by 2030.*

## Milestones

In order to achieve this goal, the Automotive Skills Alliance LSP aims that:

- *At least 500 courses* are available with related micro-credentials in the [Skills Hub](#) by 2025 to support the upskilling or reskilling actions related to the transformation of the ecosystem.
- *At least 10 learning paths* are available in the [Skills Hub](#) by 2025 offering a combination of the different training courses/programmes to achieve the goal of the upskilling or reskilling actions and get to a desired selected job role from the reference database available in the Skills Hub.

- Creation of a pan-European blueprint for massive upskilling and reskilling in the ecosystem and launching *pilot testing in at least 3 regions* by 2025

The estimations in this ambitions and milestones in terms of the workforce share are based on the estimated ecosystem size of the workforce at approx. 15 million including projections of workforce growth and current levels of upskilling and reskilling actions calculated either in Erasmus+ Blueprint projects or existing external estimates. For this purpose, actions of the LSP and their members are expected to influence the share of the workforce participating in up- and reskilling at sector level, even if their actual remit of activity doesn't reach the whole ecosystem.

## Additional commitments

As part of their Pact for Skills commitments, the Automotive Skills Alliance LSP aims to support the following specific commitments of relevance to the ecosystem:

- *Fully launched innovative collaboration model* to support effective and targeted cooperation among all involved stakeholders on concrete activities supporting the skills agenda (e.g. trends, skills and job roles needs & descriptions, training and education courses update and preparation, organize events to support the life-long learning activities and education, support attractiveness, recognition of skills, etc.) in the Automotive-Mobility Ecosystem and beyond.

Additional commitments, ambitions and actions can be found in the LSP's Partnership Agreement hosted on the [Pact for Skills website](#).

### NOTES:

The [European Pillar of Social Rights](#) sets out 20 key principles and rights essential for fair and well-functioning labour markets and social protection systems. The [European Pillar of Social Rights Action Plan](#) turns the principles into concrete actions to benefit citizens and create a more Social Europe. It also proposes three headline targets for the EU to reach by 2030. One of them is that at least 60% of all adults should be participating in training every year by 2030. Delivering the Pillar of Social Rights is a shared responsibility for the EU institutions, national, regional and local authorities, social partners and civil society.

Upskilling or reskilling actions may include any formal or non-formal education or training supported by employers or associated training organisations in line with the definition of the European Labour Force Survey. Further, underrepresented groups can be understood as groups that make up a lower proportion of the workforce than they do in the general population.