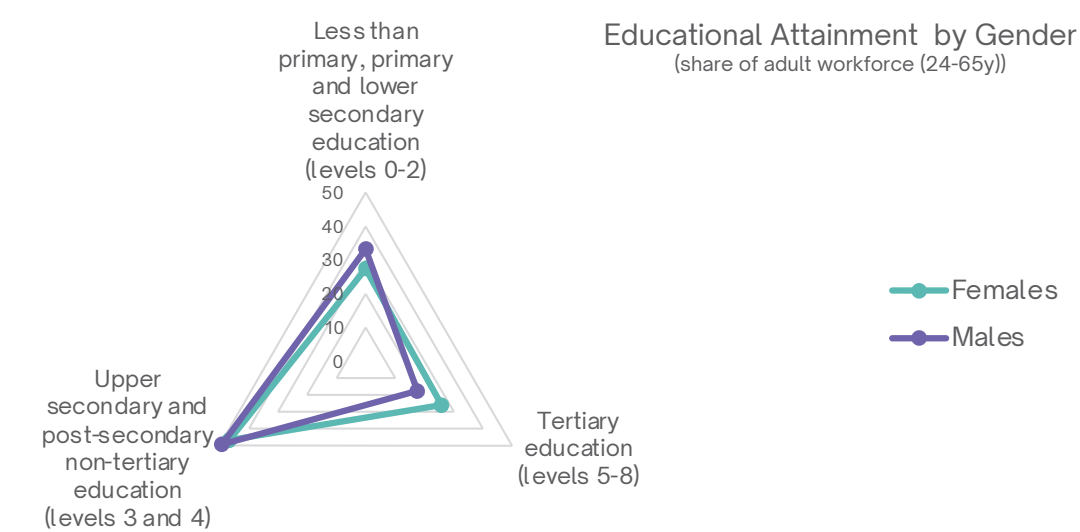
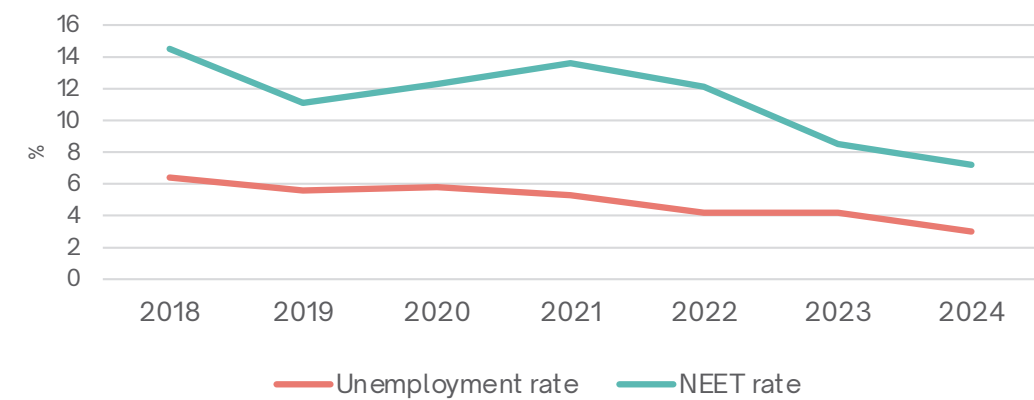
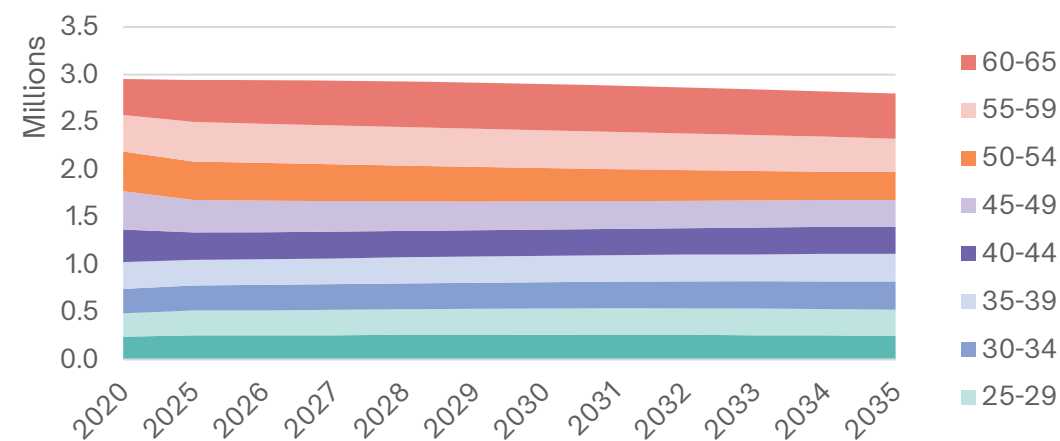
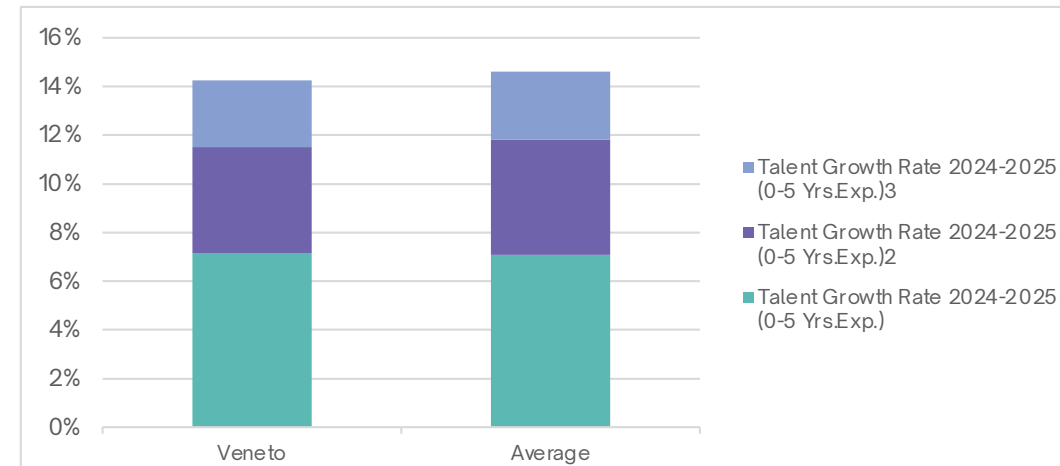
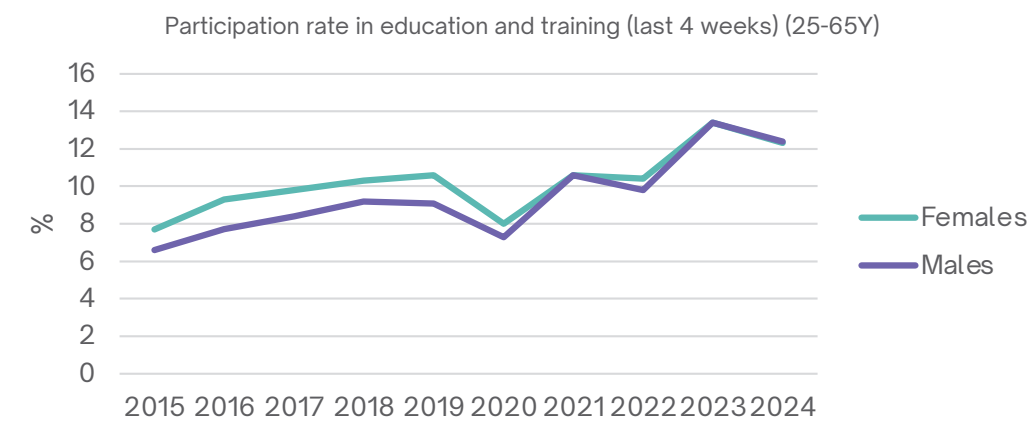
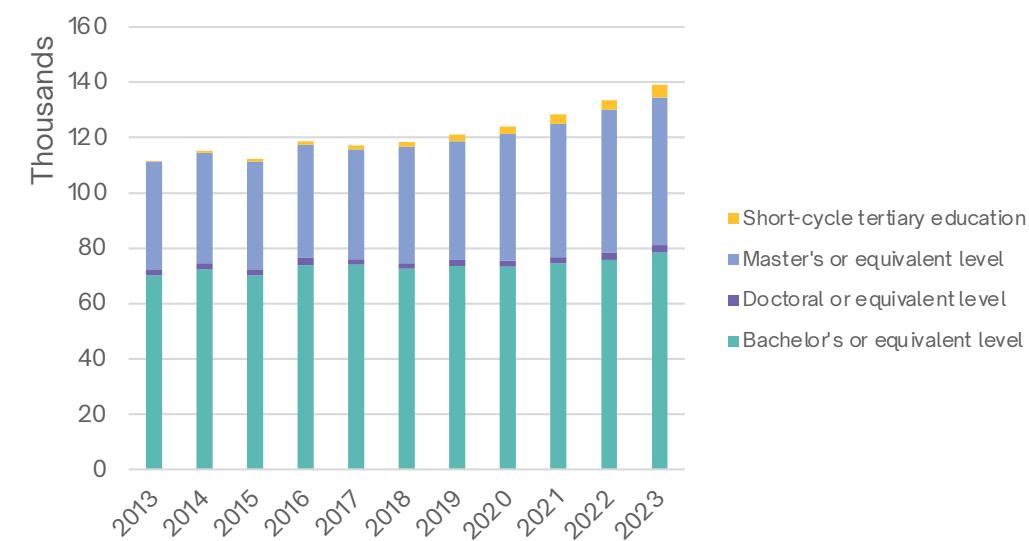


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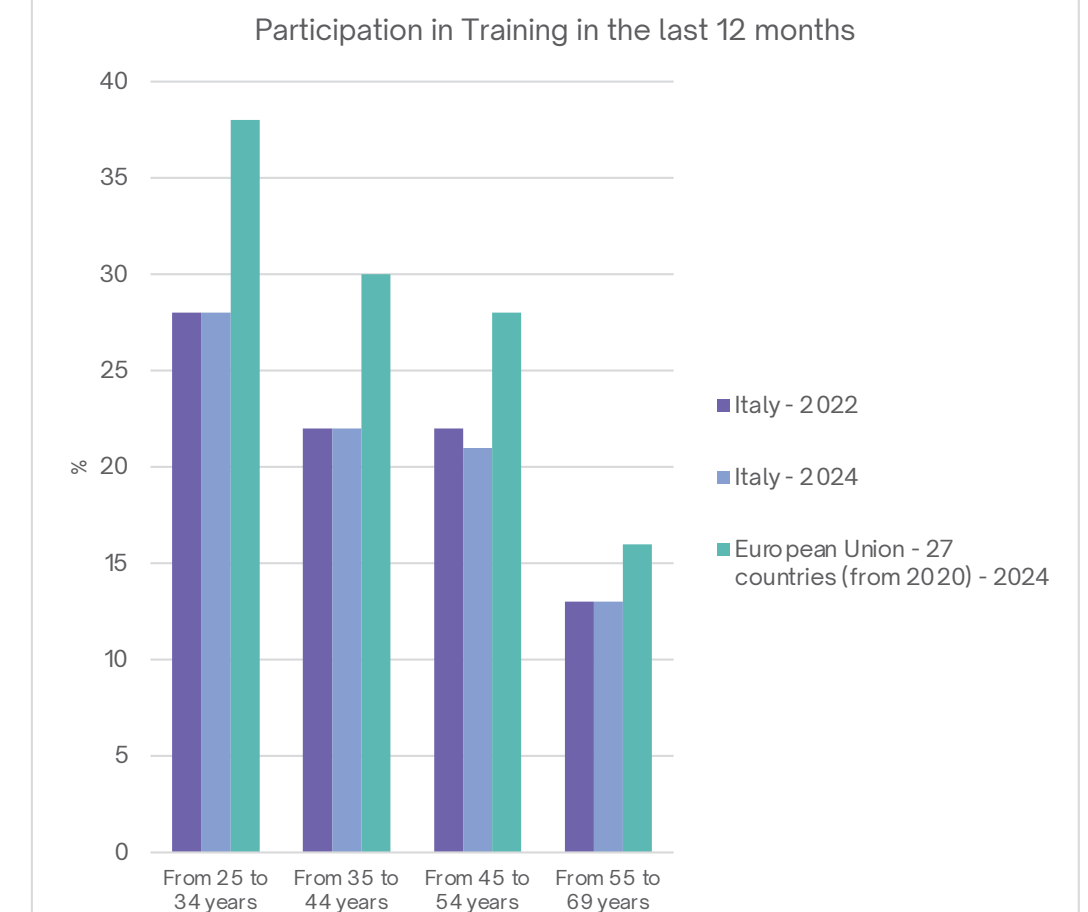
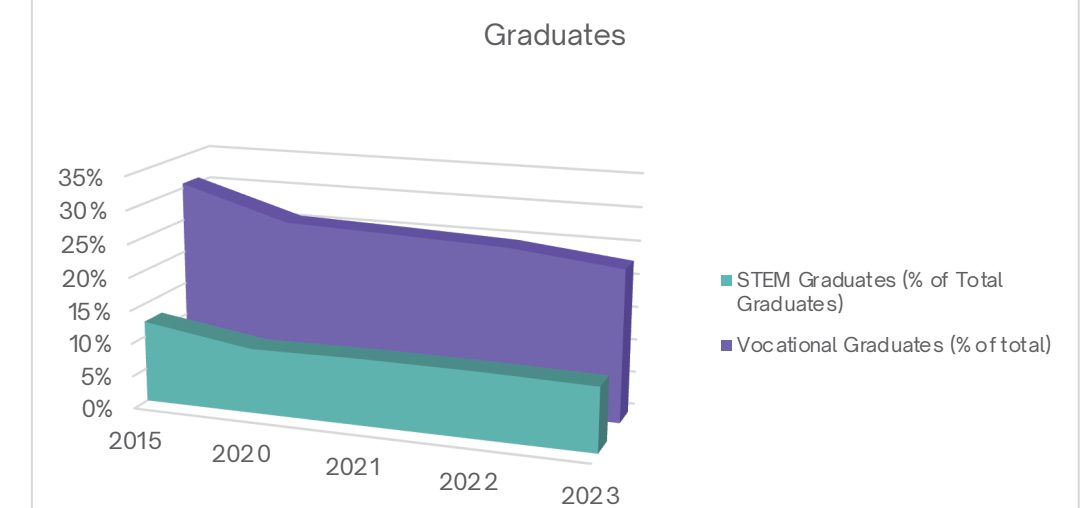
Labour Market Demographics



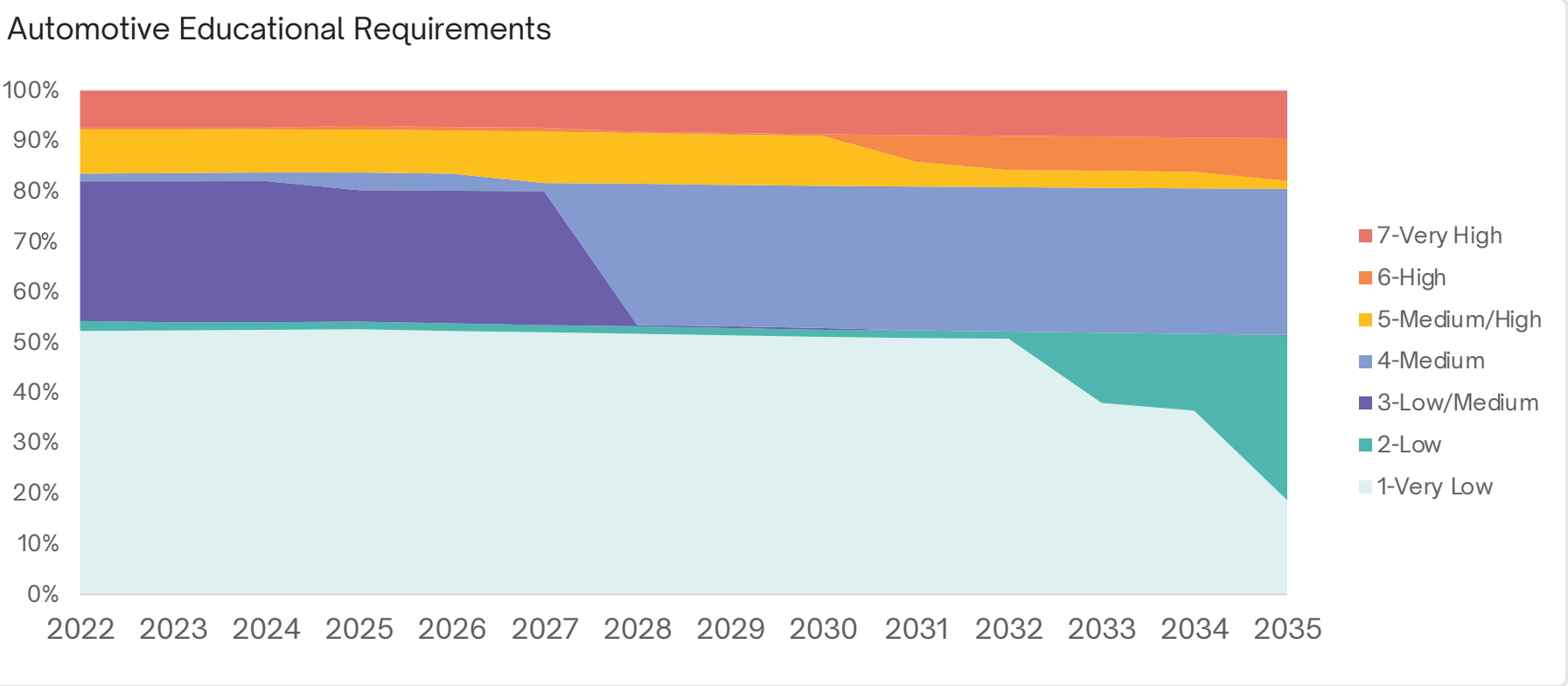
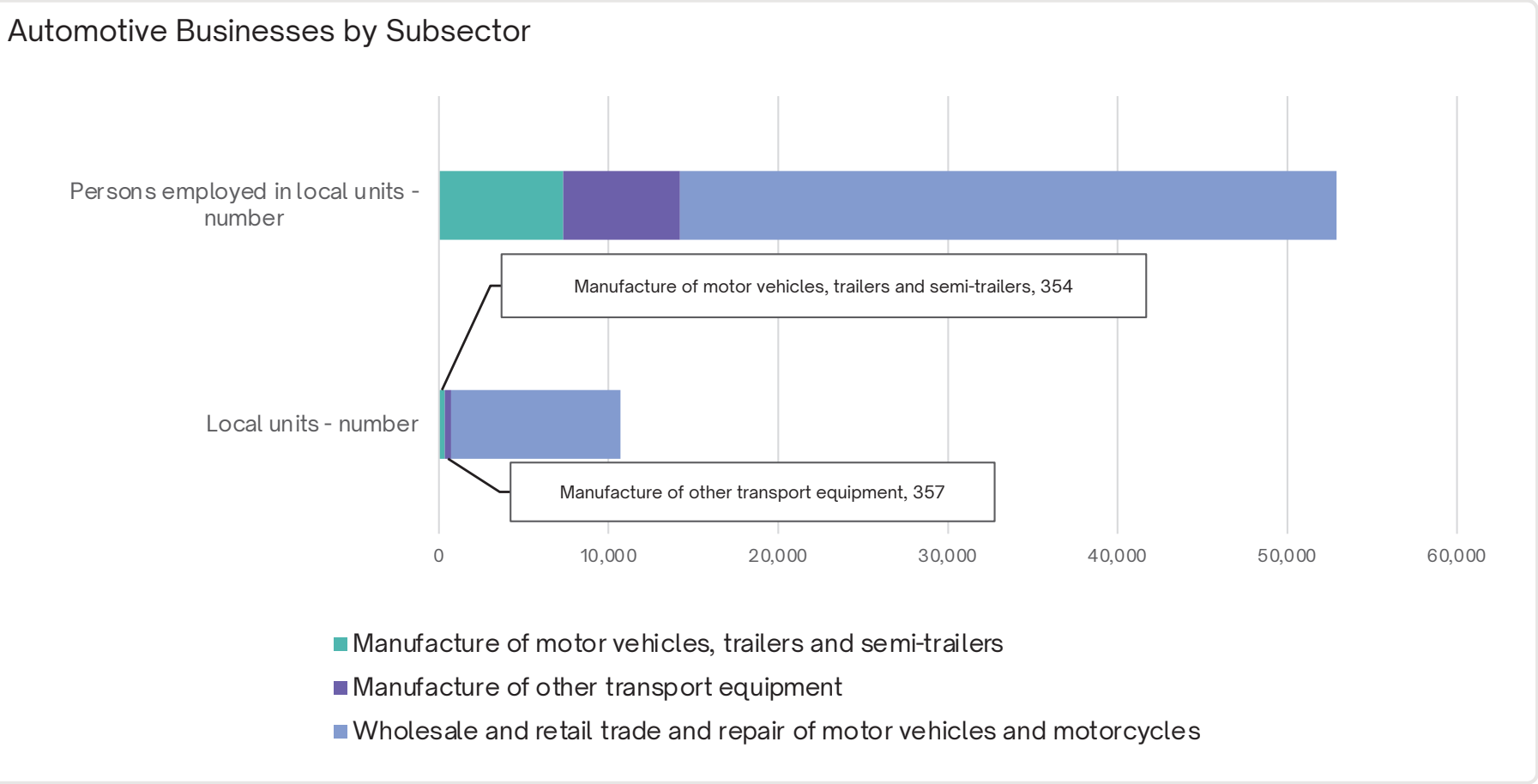
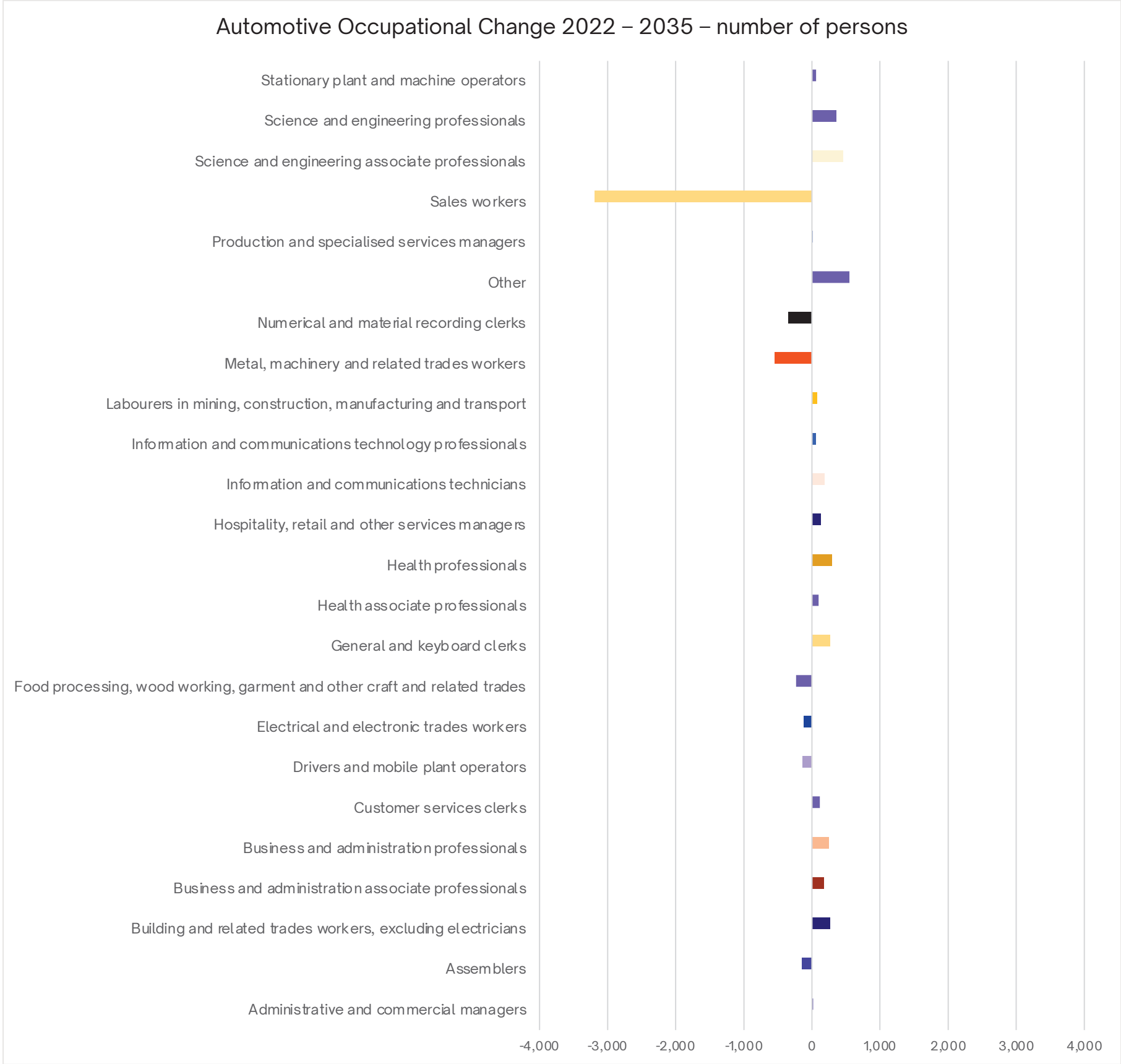
Talent Pipeline



Talent Pipeline (Italy)



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Source: Eurostat, CEDEFOP Skills Forecast, Draup Global Labour Market Data, Authors' calculations

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Prevailing
Solution
Focus

Build

Bind

Borrow

Operational
Solutions

- Skills Forecasting & Mapping
- Modular Training Programs
- Certification pathways, micro-credentialing, learning experience platforms
- Digital Literacy Training
- Skills First HRM

- Competitive Remuneration
- Appropriate Workplace Flexibility (Part-time/Hybrid/Etc)
- Employer engagement, branding, diversity & culture
- employee engagement strategies, retention analytics, or career pathing tools
- Well-being and mental health support programs
- Modular Training Programs
- Career Guidance & Mentoring
- Temp-to-Perm Pathways
- Retirement Retention
- Internal Vacancies
- Digital Collaboration Tools
- Career Progression Maps, incentivizing training.
- Leadership/Middle management Training
- Enable sectoral postings
- Continuous Learning Culture

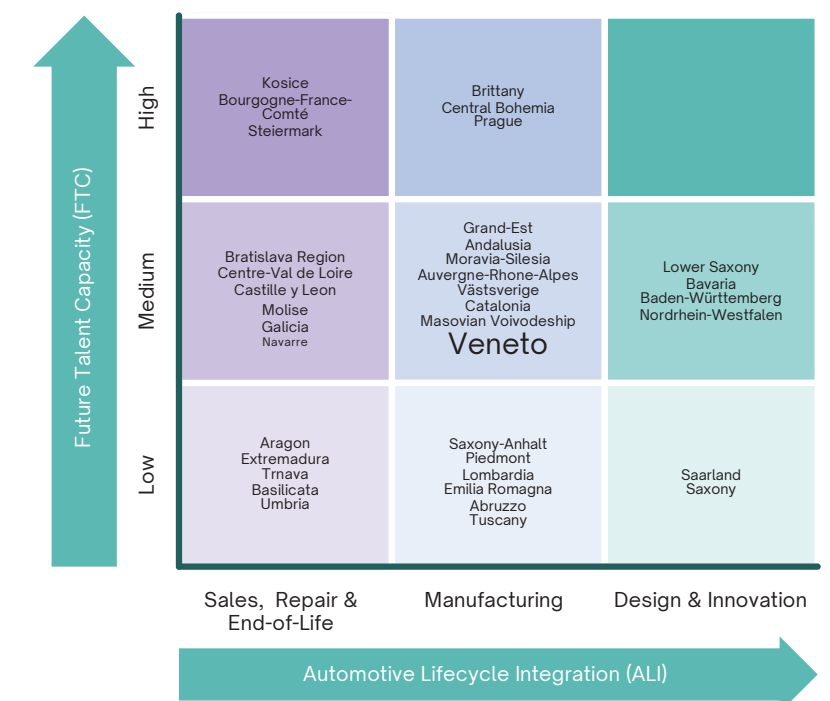
- Strategic Workforce Planning (HR/Procurement Synergy)
- Vendor Diversification & Management
- Vocational Training / Internships
- Cross-Company Talent Pools
- Talent platforms (freelance, gig economy integration)
- Cross industry talent sharing
- Outsourcing
- Temp-to-Perm Pathways
- Retirement gigs
- Ecosystem collaboration

Ecosystem
Support

- Training Trade Off Compensation
- Skills Forecasting & Mapping
- Vocational Training
- Micro-credentials
- Training funding options at personal and Business level
- Funding Navigation Maps
- Funding Agility
- Educational partnerships and Hubs
- Enhance Partnership Public & Private Employment Services
- Build sector-wide training alliances
- Co-develop curricula with schools/universities

- Micro Credentials
- Training Trade Off Compensation
- Non-Employment amities (Housing, Public Services, School, etc.)
- Training funding options at personal and Business Level
- Educational partnerships and Hubs

- Establish and (co-)fund joint Talent Pools & Platforms
- Downtime Training Incentives & Facilities
- Downtime Income support
- Incentivize Vocational Training / Internships
- Enable Sectoral Sharing
- Enabling flexibility Frameworks
- Enhance Partnership Public & Private Employment Services
- Enabling Regulatory Flexibility Frameworks



This type holds a relative balanced position on labour market demographics and educational performance while having a relative high scores on traditional manufacturing workforces and outputs.

Workforce Training & Transition

1. Skill Gaps in Technical & Digital Roles
 2. Mismatch Between Education and Industry Needs
 3. Reactive Workforce Planning
- Build: Develop internal talent - Cultivate the Skills You Need Tomorrow
 - Bind - Retain key employees and capabilities
 - Borrow - Contract, outsource or bring in other units - Inject Agility into the Talent Strategy