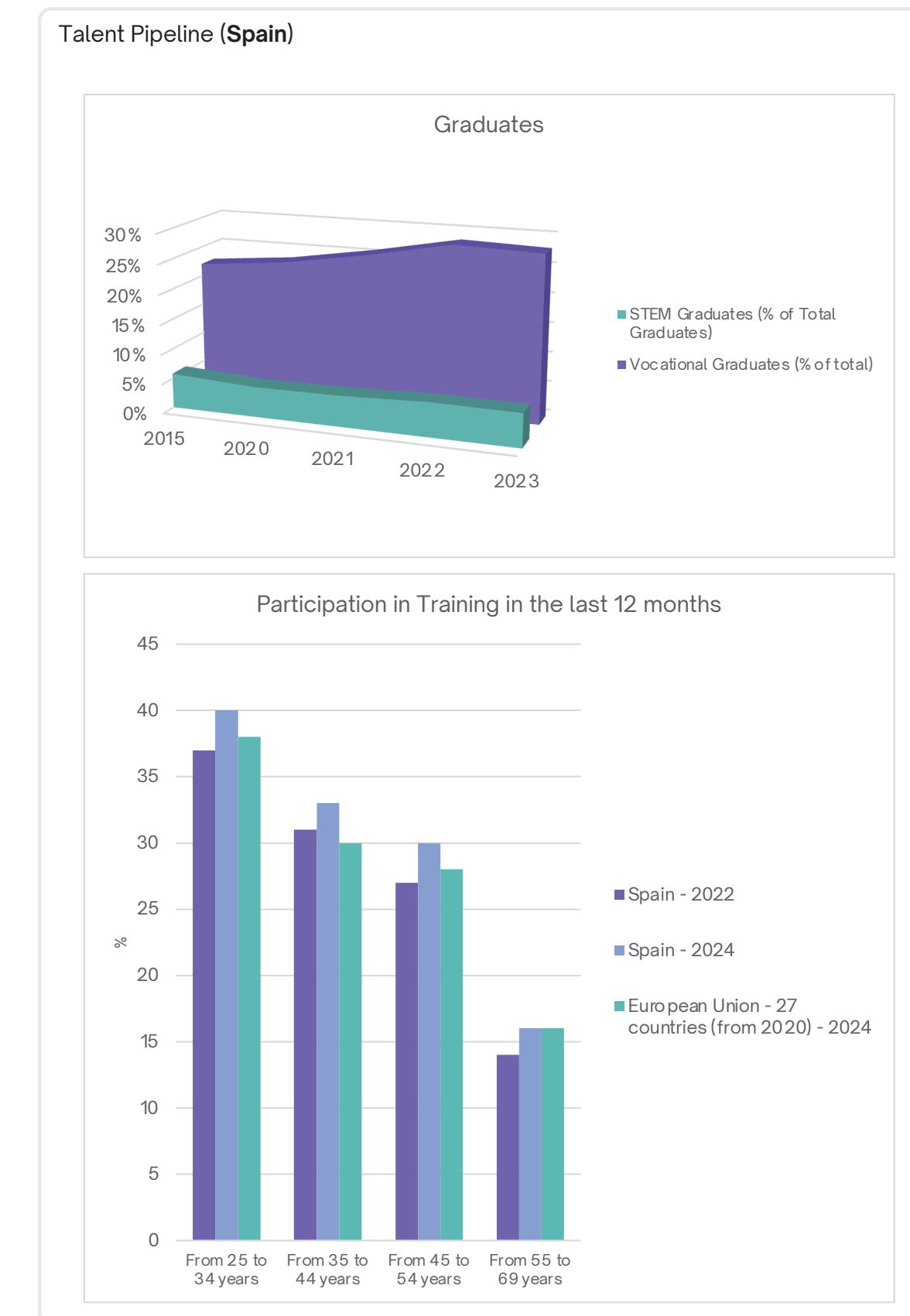
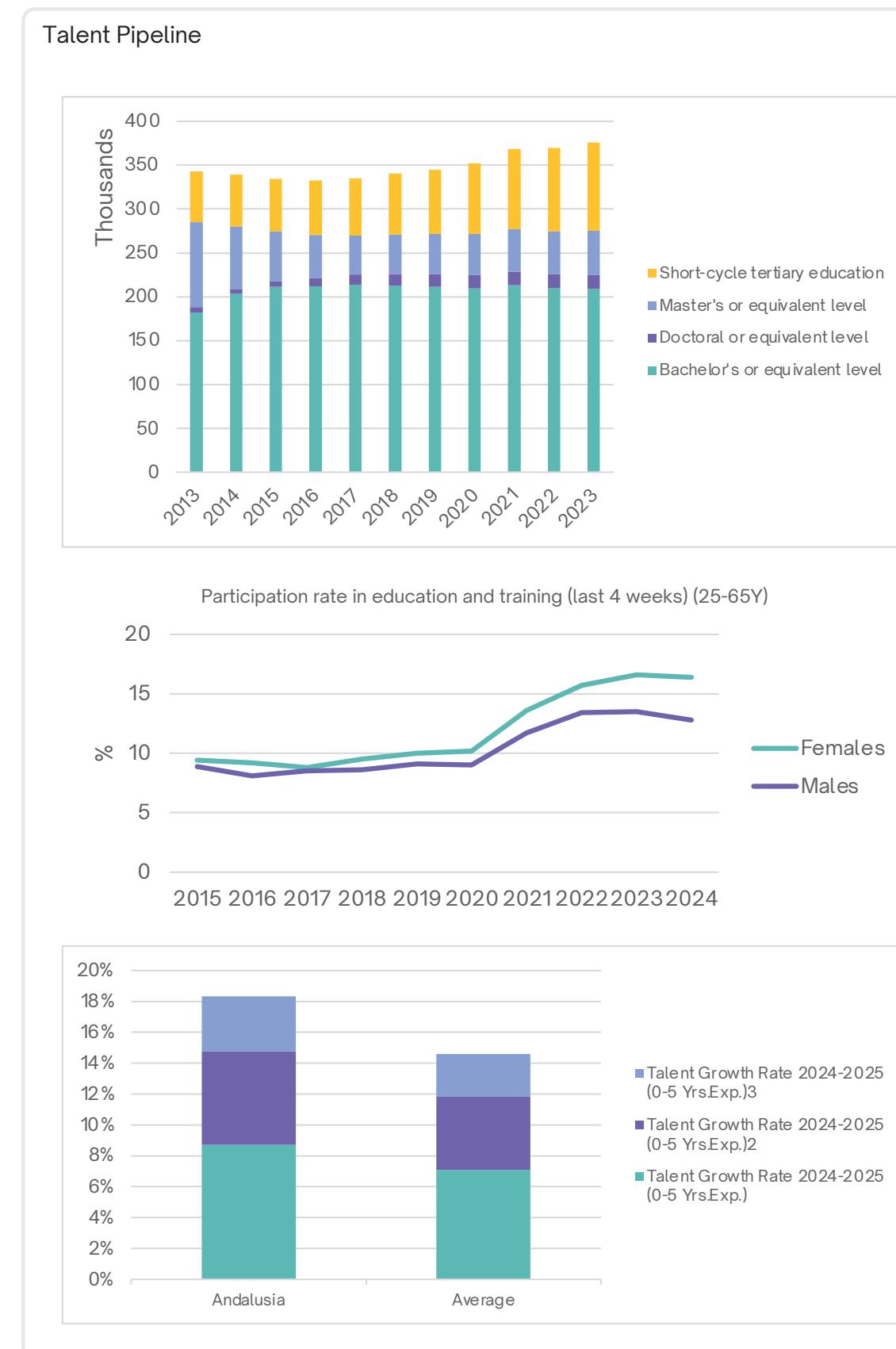
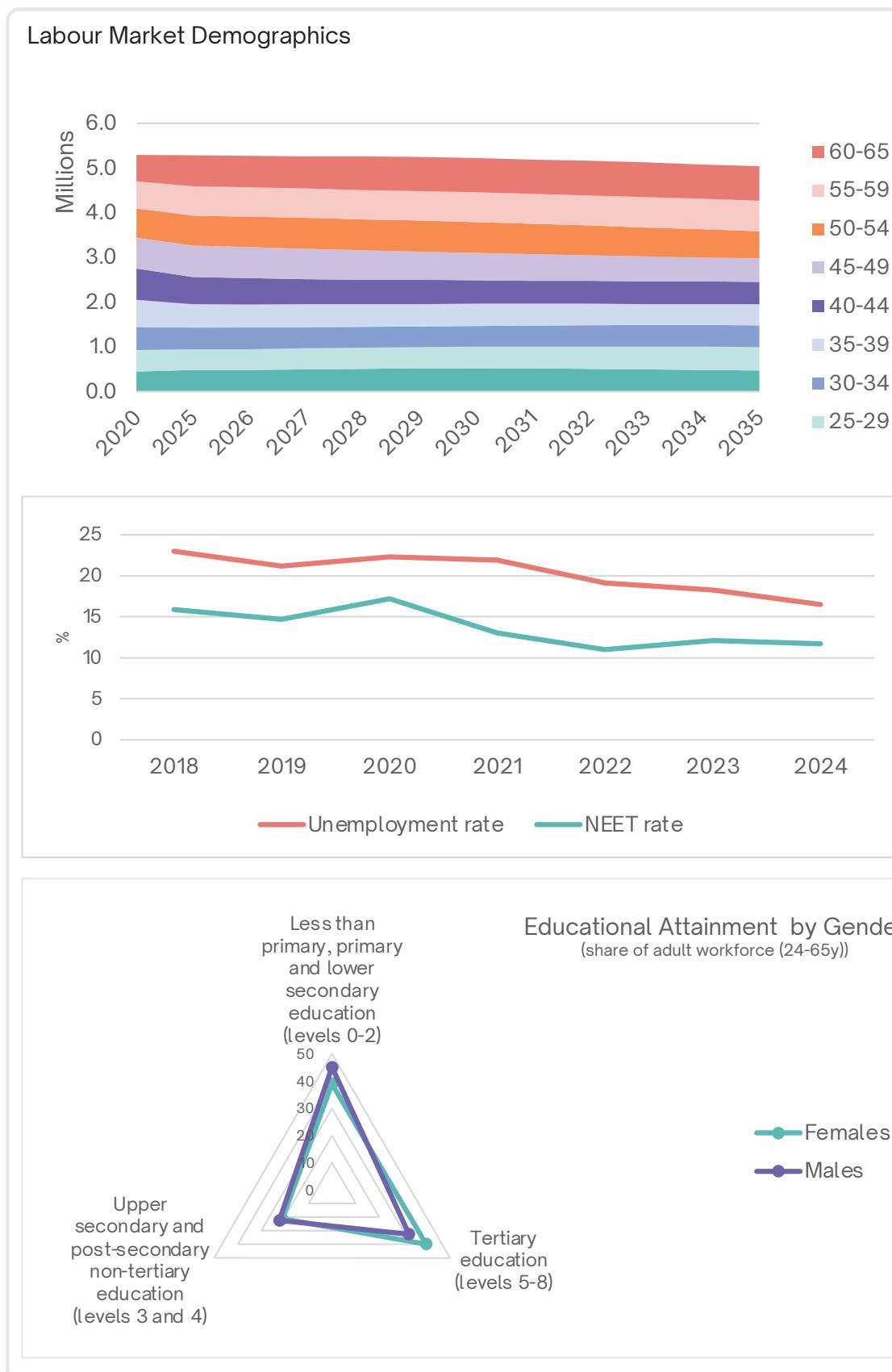
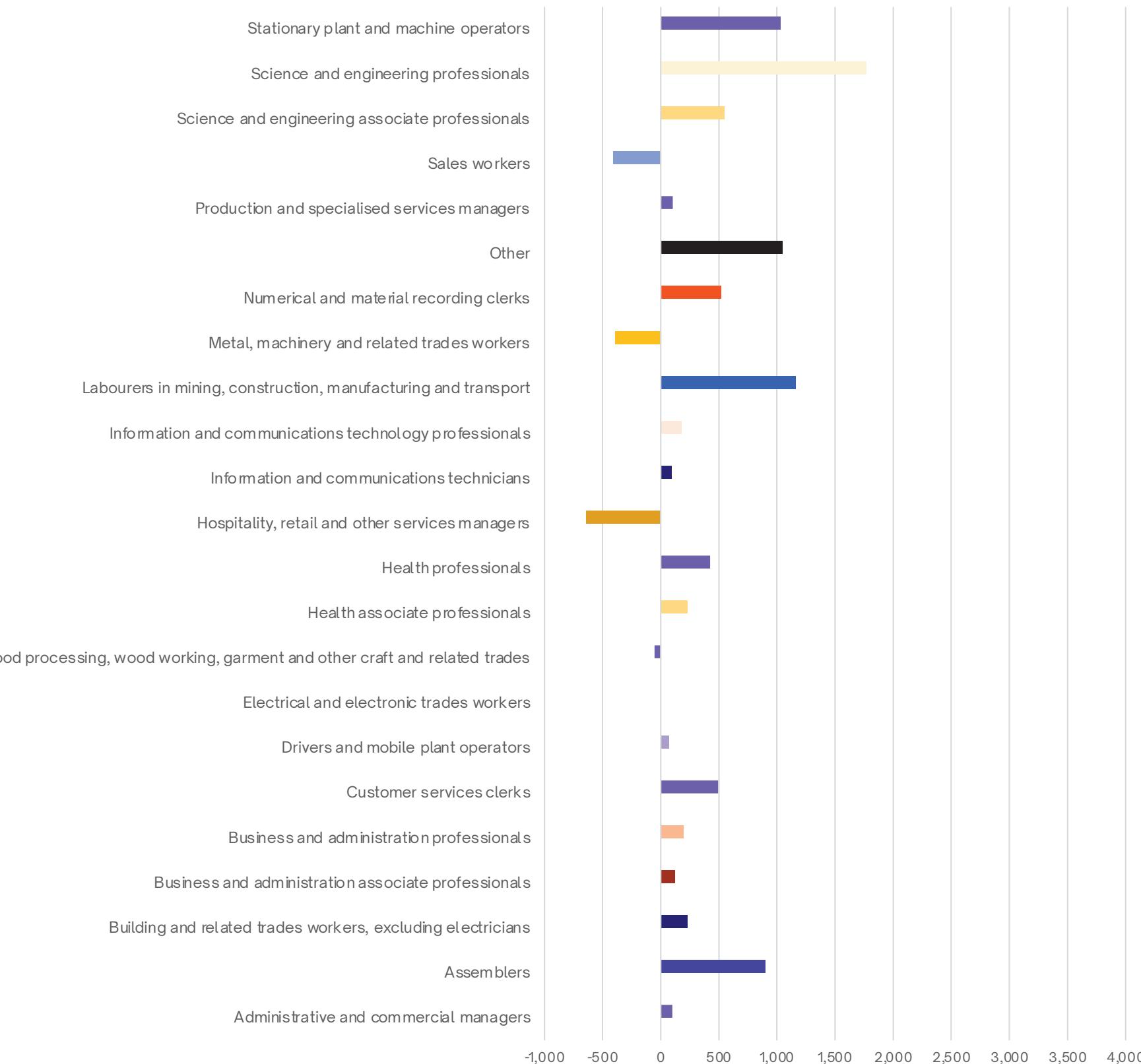


Regional Automotive Labour Market Profile - Andalusia

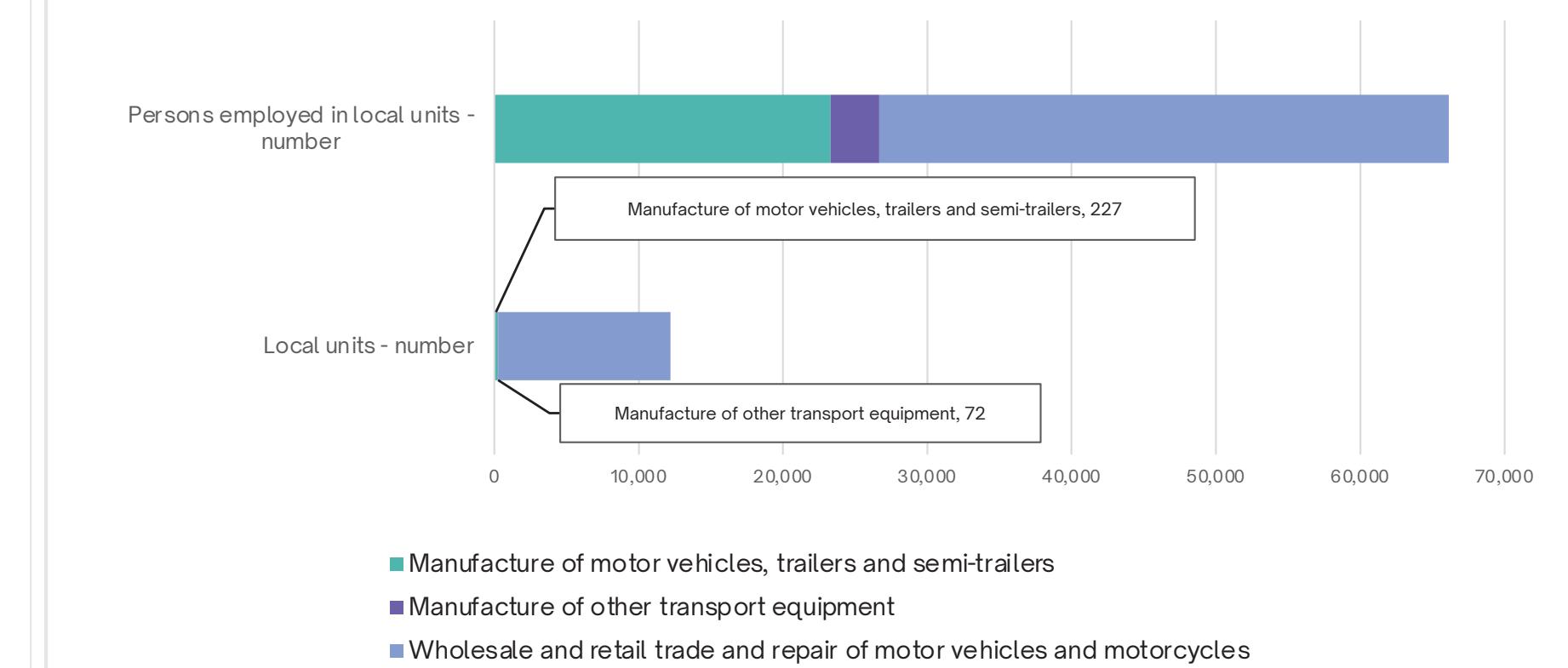


Regional Automotive Labour Market Profile - Andalusia

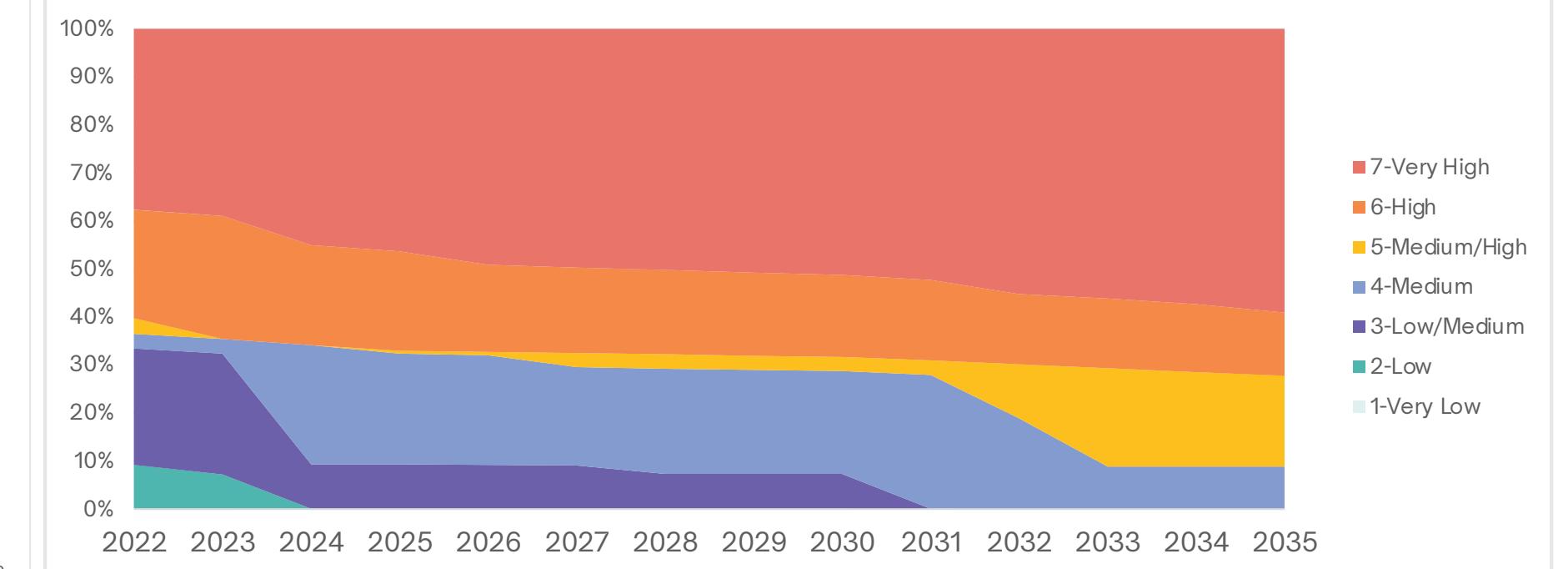
Automotive Occupational Change 2022 – 2035 – number of persons



Automotive Businesses by Subsector



Automotive Educational Requirements



Regional Automotive Labour Market Profile - Andalusia

Prevailing
Solution
Focus



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

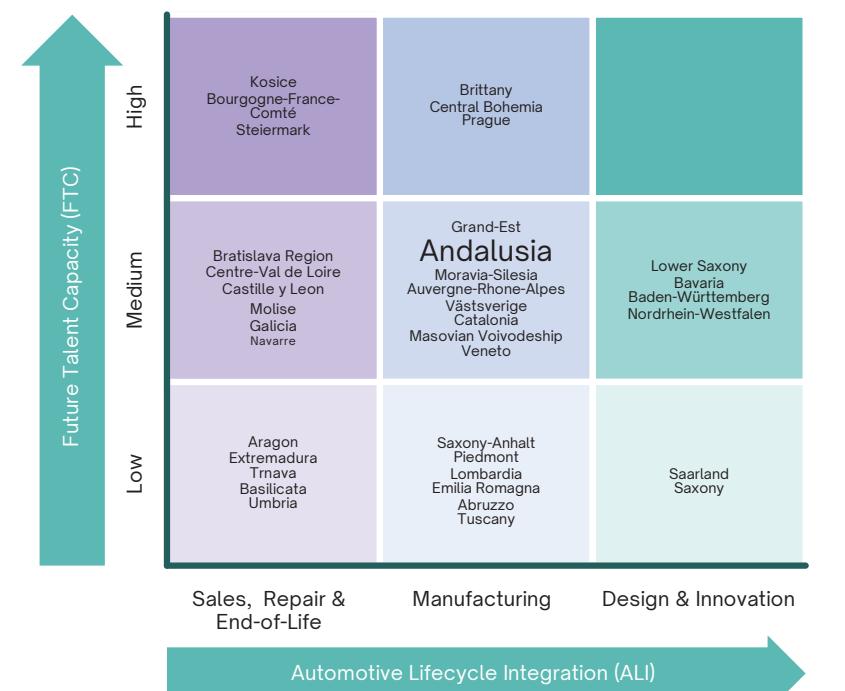
Ecosystem
Support

- 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

- 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

- 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