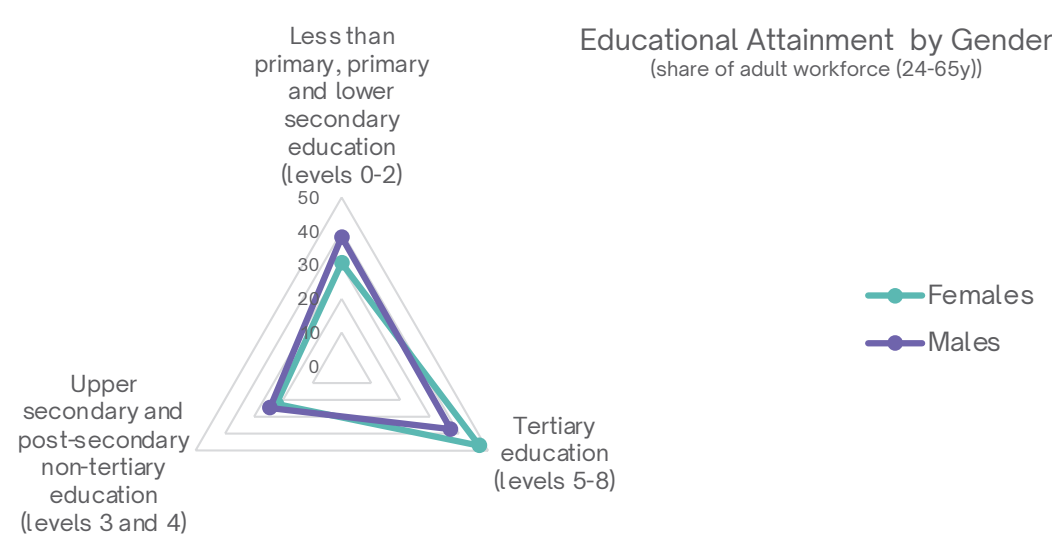
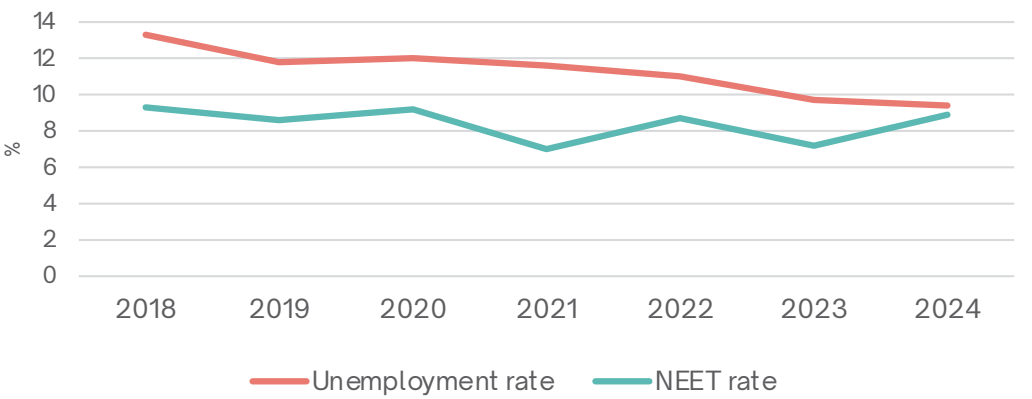
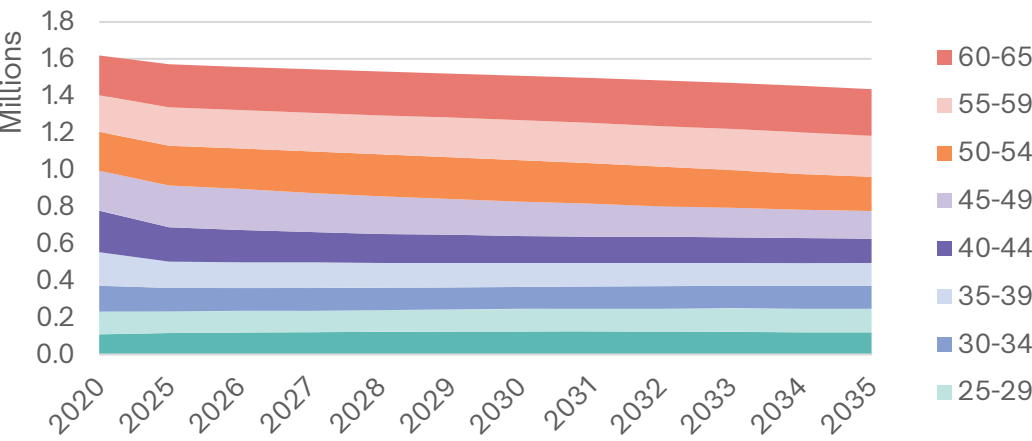
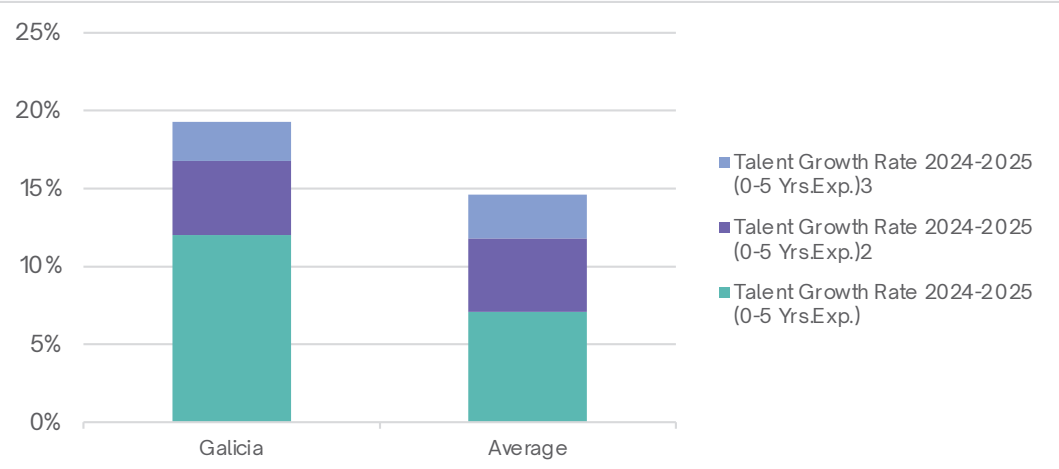
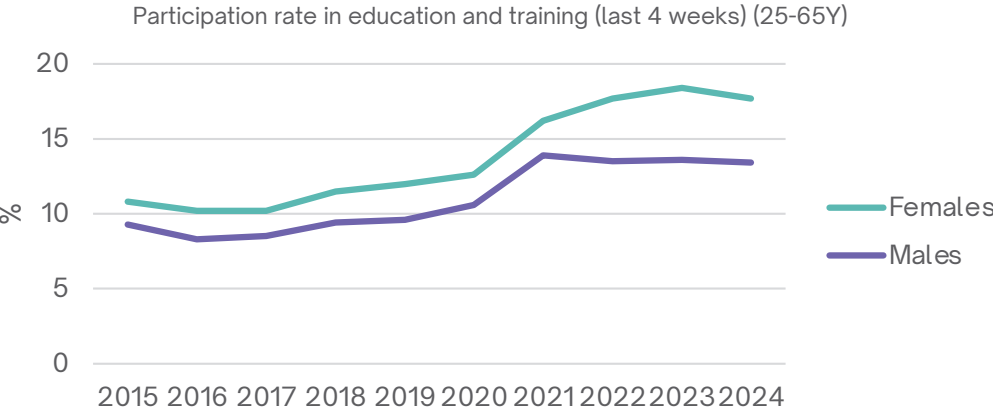


Regional Automotive Labour Market Profile - Galicia

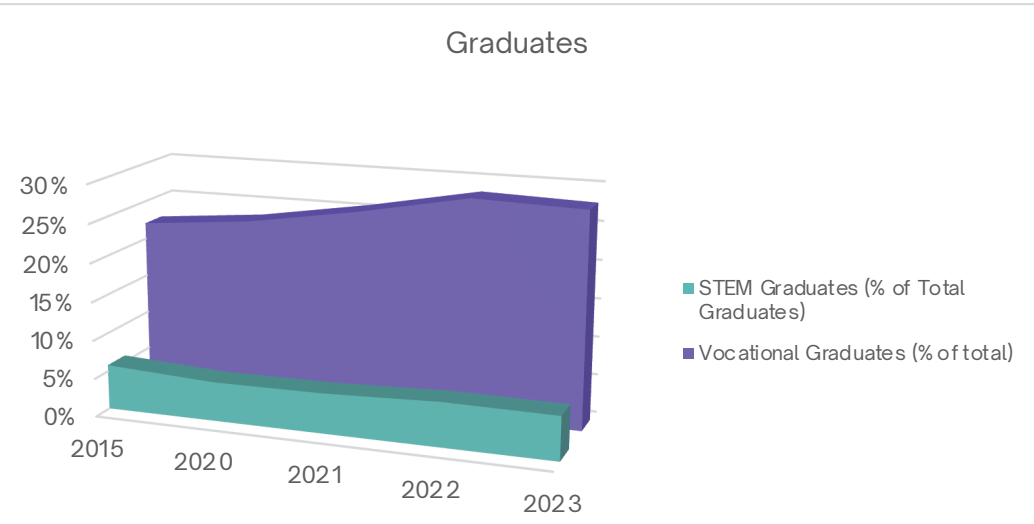
Labour Market Demographics



Talent Pipeline

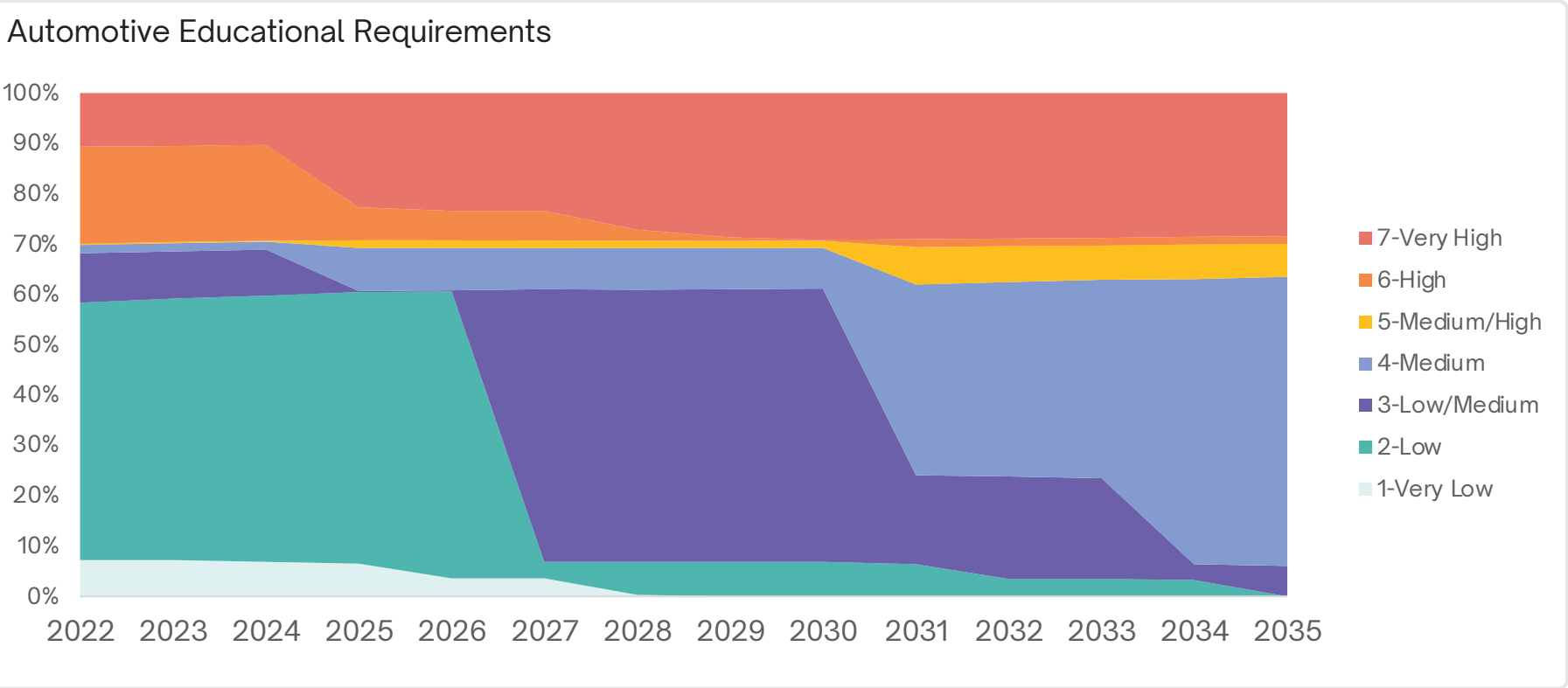
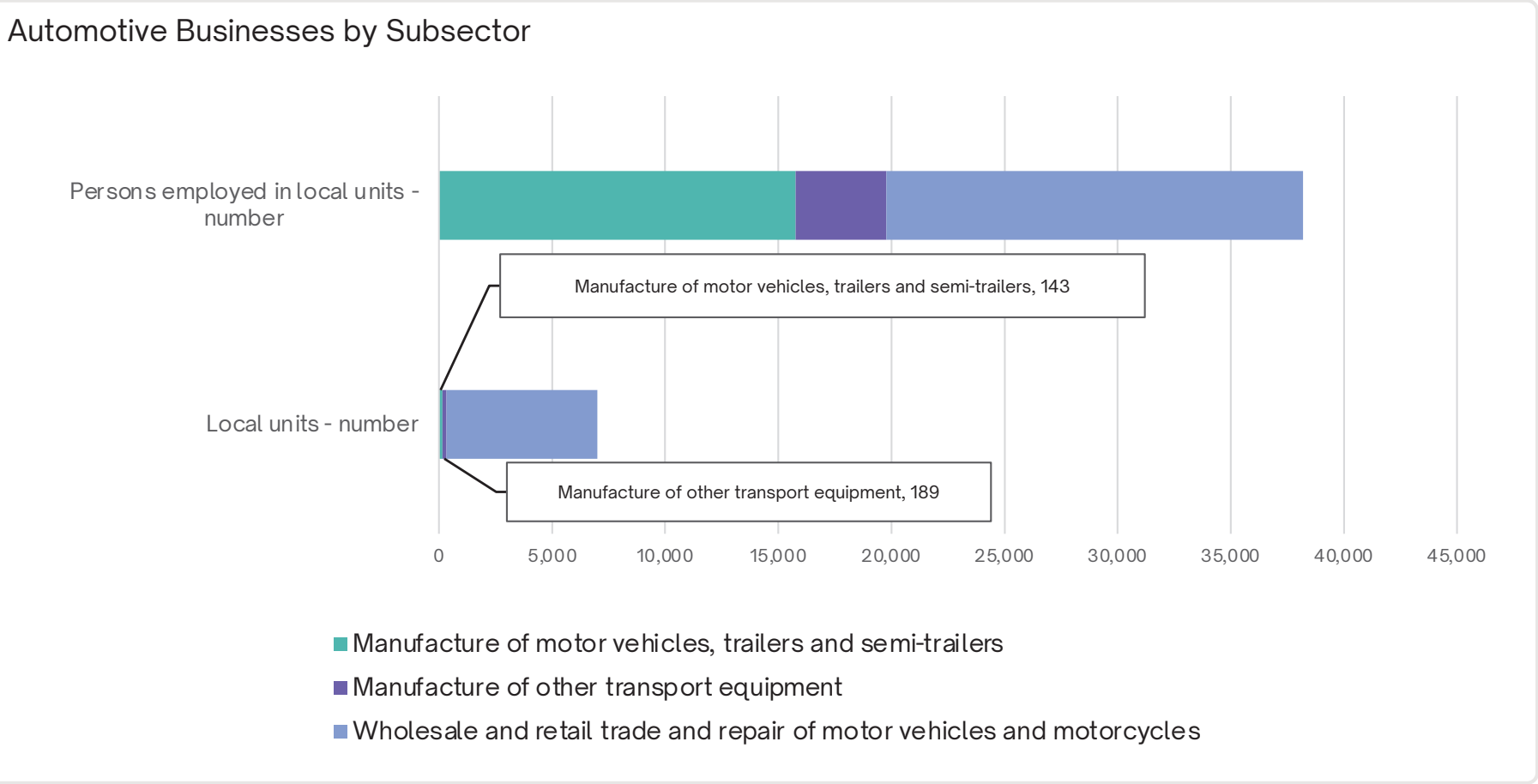
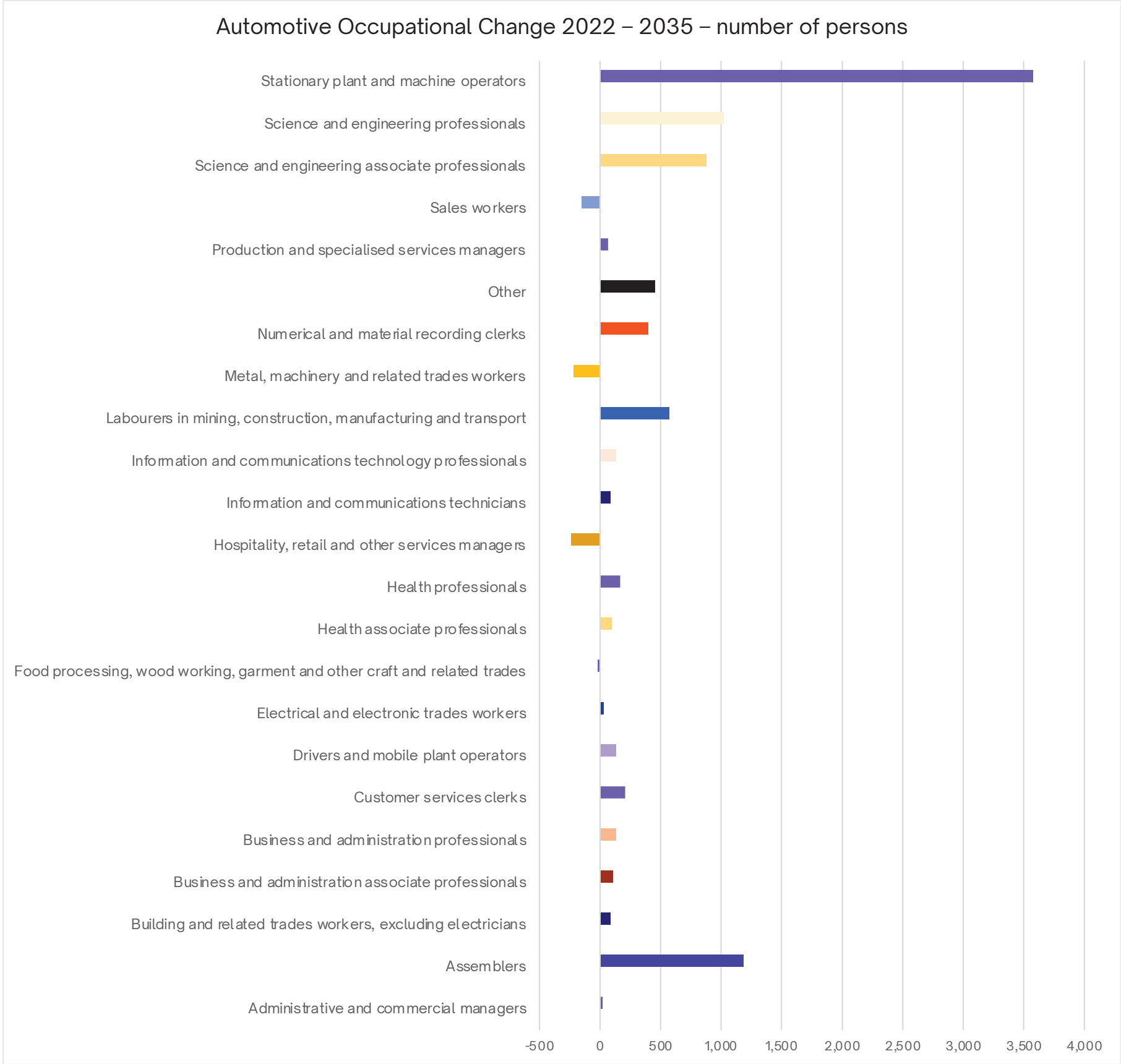


Talent Pipeline (Spain)



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

Regional Automotive Labour Market Profile - Galicia



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

Regional Automotive Labour Market Profile - Galicia

Prevailing
Solution
Focus

Build

Bind

Bridge

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

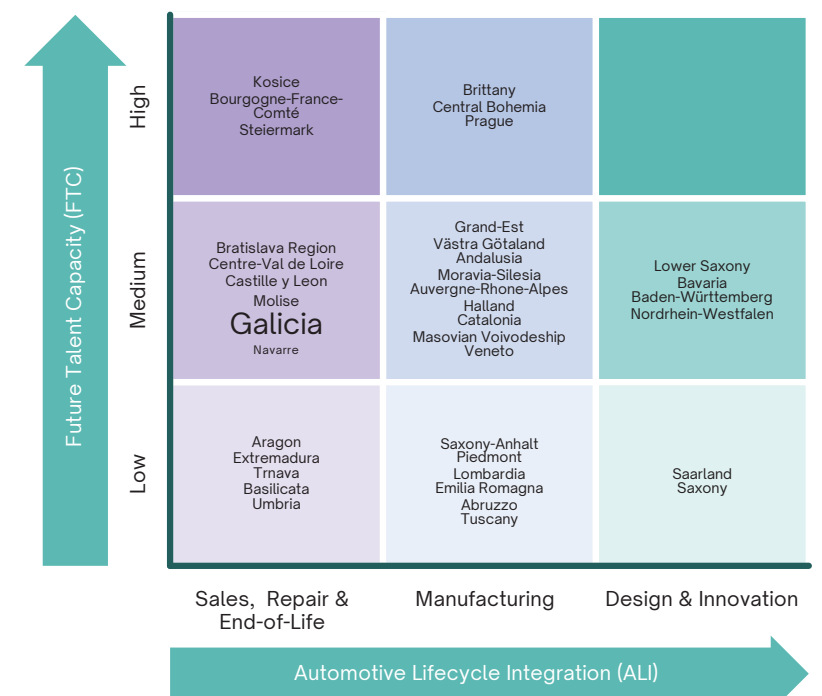
- Career Guidance
- Skills Forecasting & Mapping
- Outplacement
- Modular Training Programs
- Set Transition Pathways to Emerging Roles (reskilling pathways)
- Continuous lifelong Learning Culture
- Industry-Academia collaboration
- Change management
- Leadership/Middle management Training

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

- Compensate Training Trade Off
- Build sector-wide training alliances
- Co-develop curricula with schools/universities
- Establish (and fund) joint Talent Pools & Platforms
- Displaced worker Tracking & Follow up
- Establish regional talent hubs and mobility programs
- Cross-Company Talent Pools
- Downtime Training Incentives & Facilities
- Downtime Income guarantees
- Micro Credentials
- Reduce Severance Costs
- Training funding options at personal and Business Level
- Educational partnerships and Hubs
- Shape visibility on non-automotive labour demand
- Enhance Partnership Public & Private Employment Services



This type indicates relative intermediate performance on workforce demographics and education and relative lower scores on innovation, automotive output and existing automotive workforce skills.

Prevailing Challenges

1. Recruitment & Retention
2. Worker Employability & Barriers to Upskilling
3. Mismatch Between Education and Industry Needs

Prevailing Solution Focus

- **Bind** - Retain key employees and capabilities
- **Bridge** – Managing displacement within and/or outside the company
- **Build**: Develop internal talent - Cultivate the Skills You Need Tomorrow