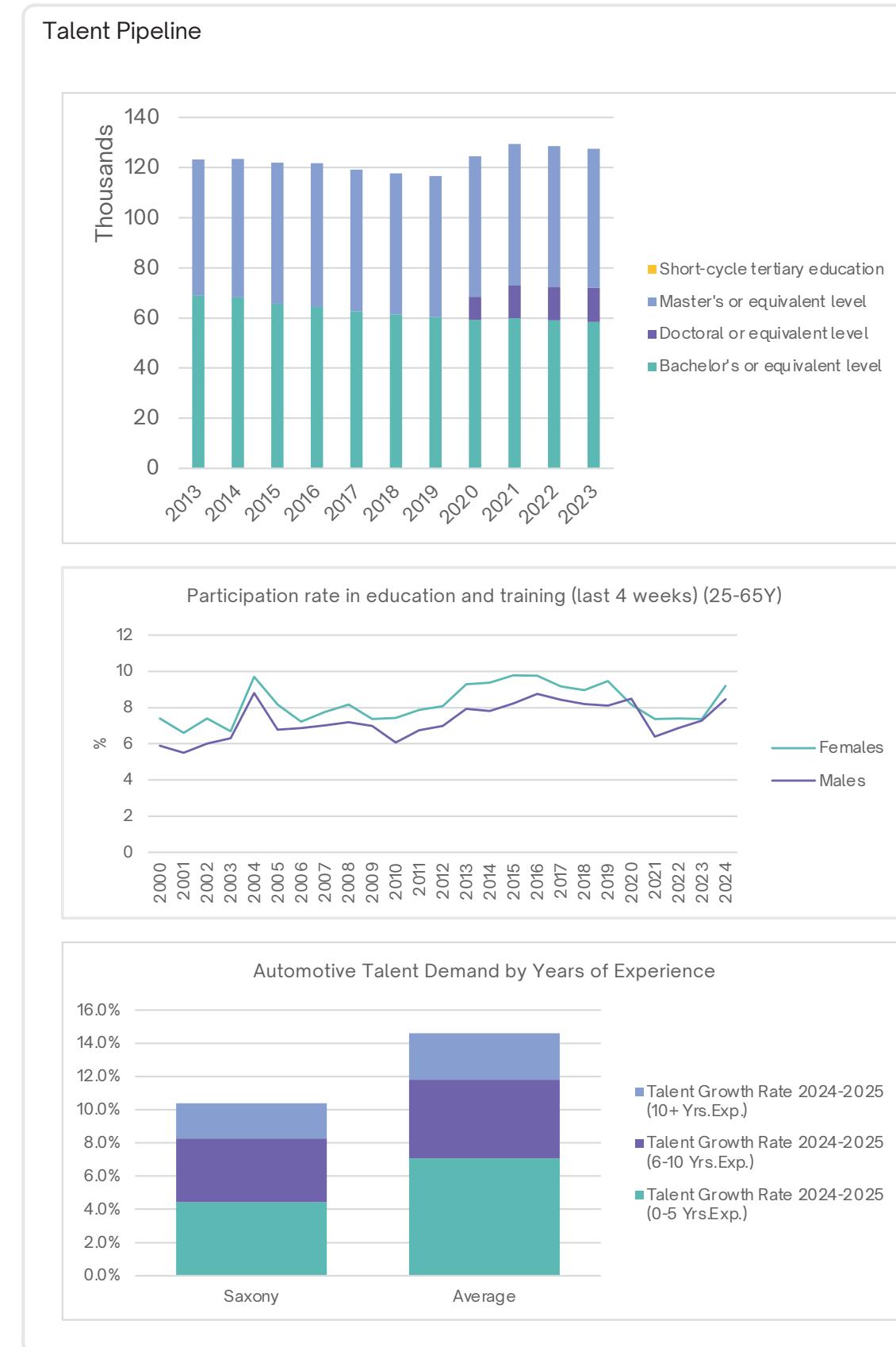
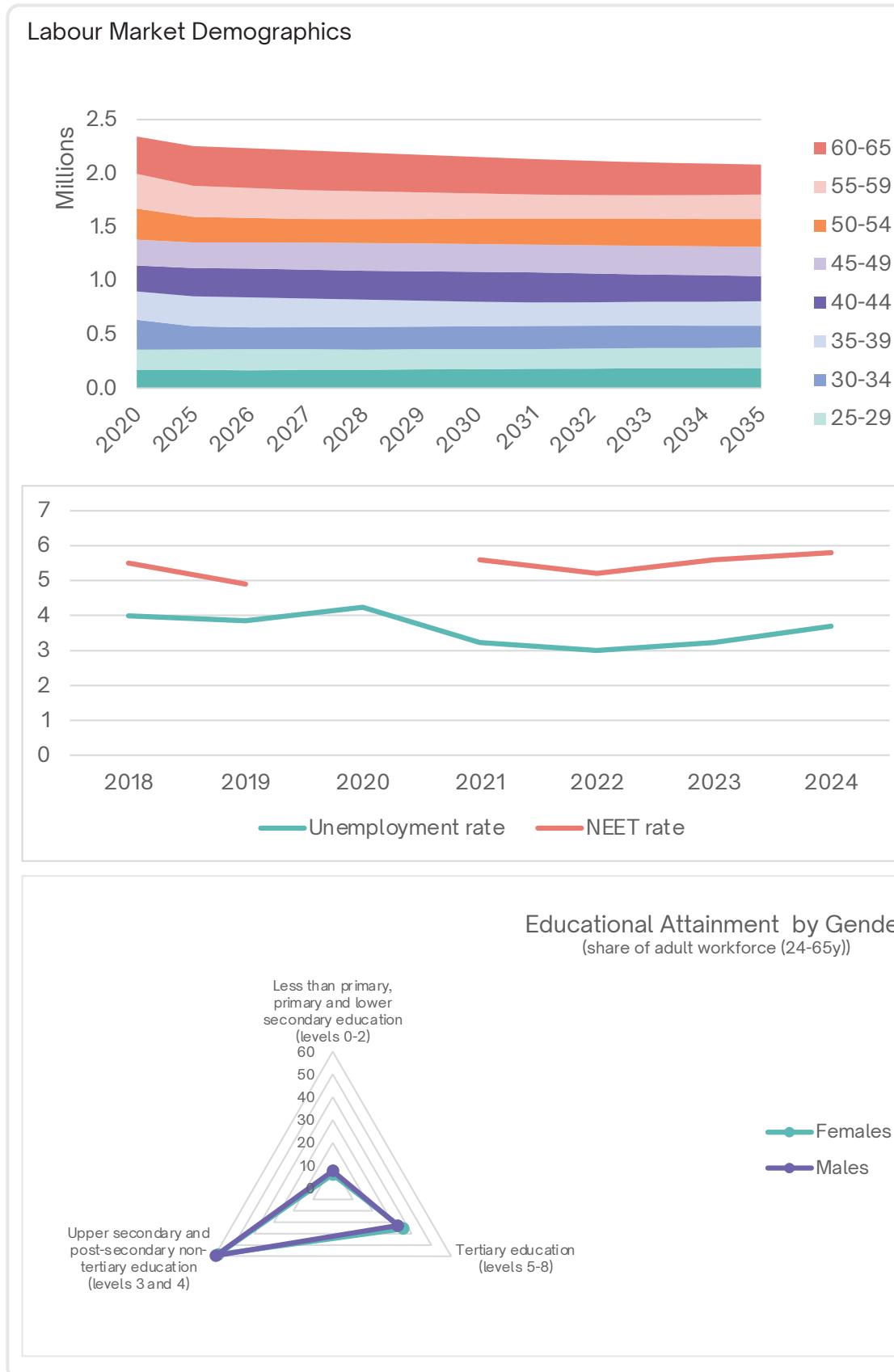
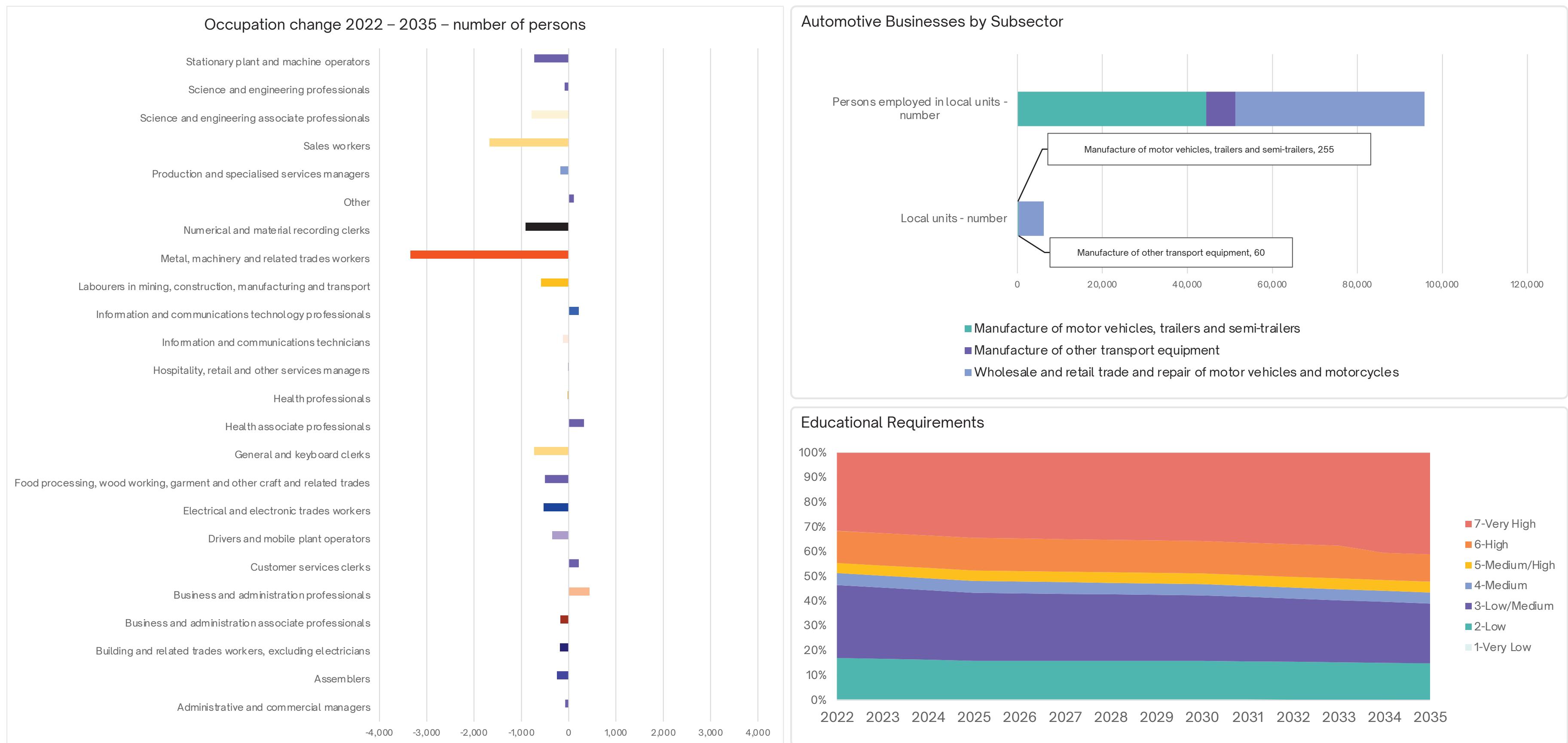


Regional Automotive Labour Market Profile - Sachsen



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Regional Automotive Labour Market Profile - Sachsen

Prevailing Solution Focus



Operational Solutions

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

- Employer Branding
- Talent Acquisition Strategies focused on emerging roles
- Inclusive Recruitment Pipelines & DE&I Hiring Strategies
- Recruitment Process Outsourcing
- Competitive Remuneration
- Skills Forecasting & Mapping
- Appropriate Workplace Flexibility (Part-time/Hybrid/Etc)
- Temp-to-Perm Pathways
- Skills First HRM
- AI-driven sourcing and data analytics

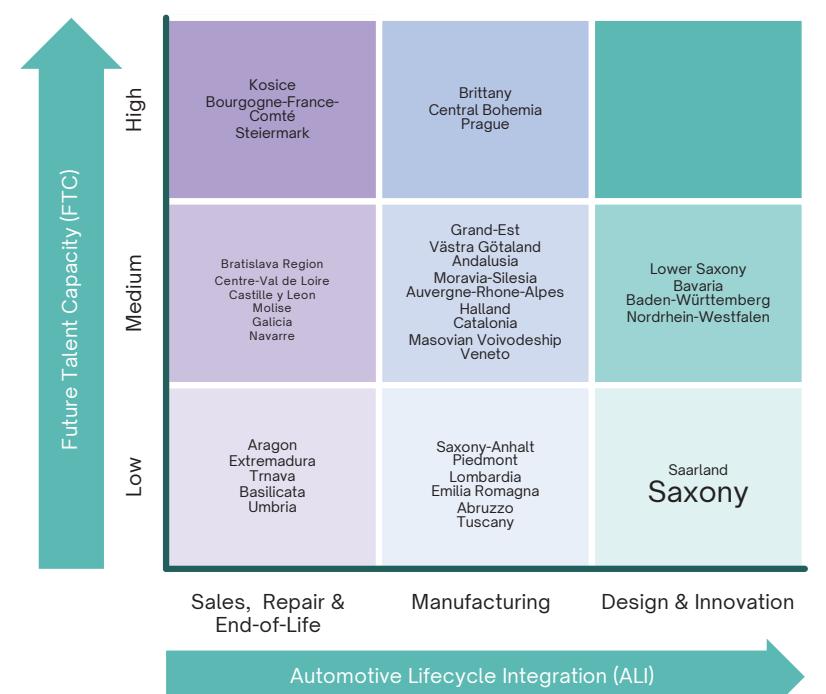
- Strategic Workforce Planning (HR/Procurement Synergy)
- Vendor Diversification & Management
- Vocational Training / Internships
- Cross-Company Talent Pools
- Talent platforms (freelance, gig economy integration)
- Cross industry talent sharing
- Outsourcing
- Temp-to-Perm Pathways
- Retirement gigs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

- Collective
- Targeted recruitment initiatives (job-fairs, campaigns, etc.)
- Fund Recruitment Costs
- Labour Cost Reduction Incentives
- Regional Talent Intelligence (Preferences, Skills, Culture)
- Incentivize Talent Migration
- Enhance Partnership Public & Private Employment Services
- Enabling Regulatory flexibility Frameworks

- 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 relative advanced automotive output and workforces, while holding lower scores on workforce quality and quantity.

Labour Shortages

- Reactive Workforce Planning
- Worker Employability & Barriers to Upskilling
- Mismatch Between Education and Industry Needs
- Build: Develop internal talent - Cultivate the Skills You Need Tomorrow
- Buy: Acquire the necessary external talent
- Borrow - Contract, outsource or bring in other units - Inject Agility into the Talent Strategy