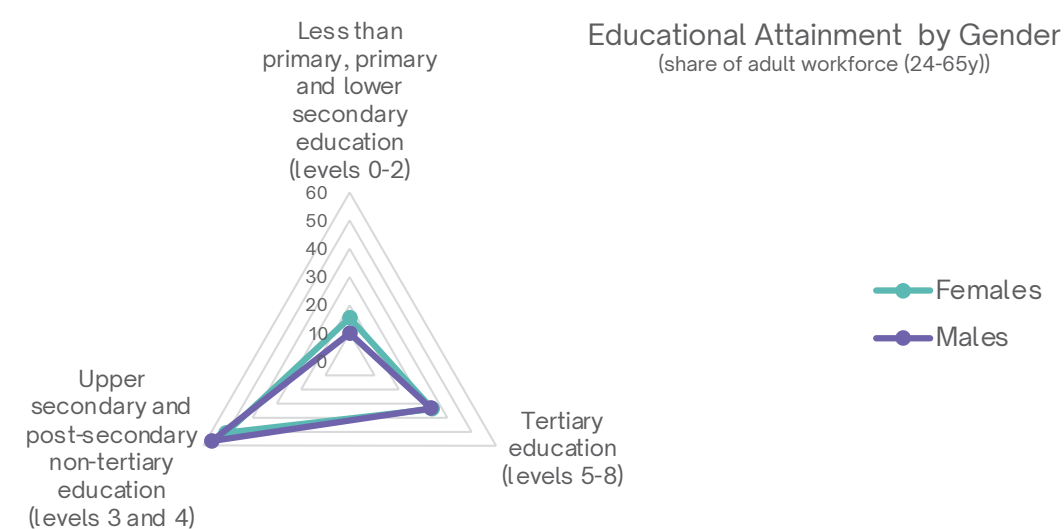
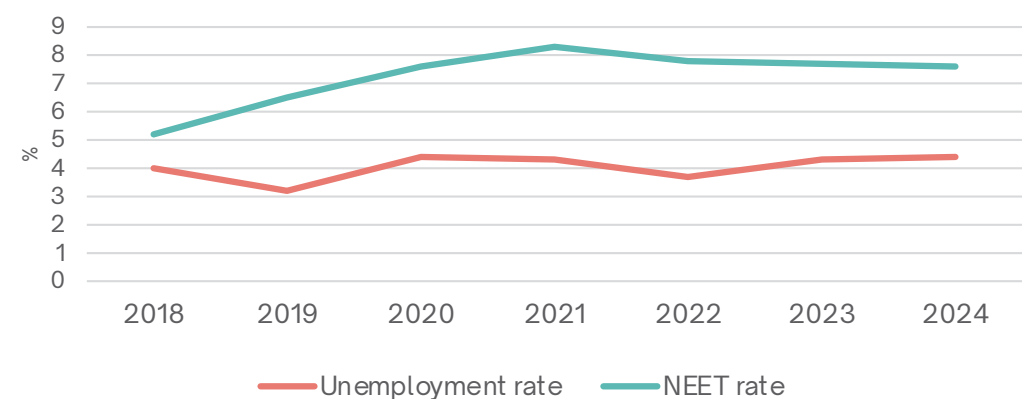
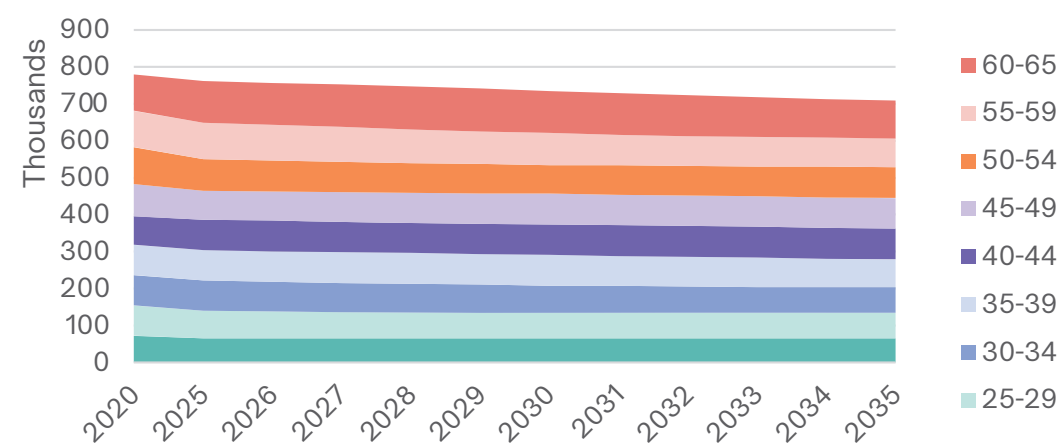
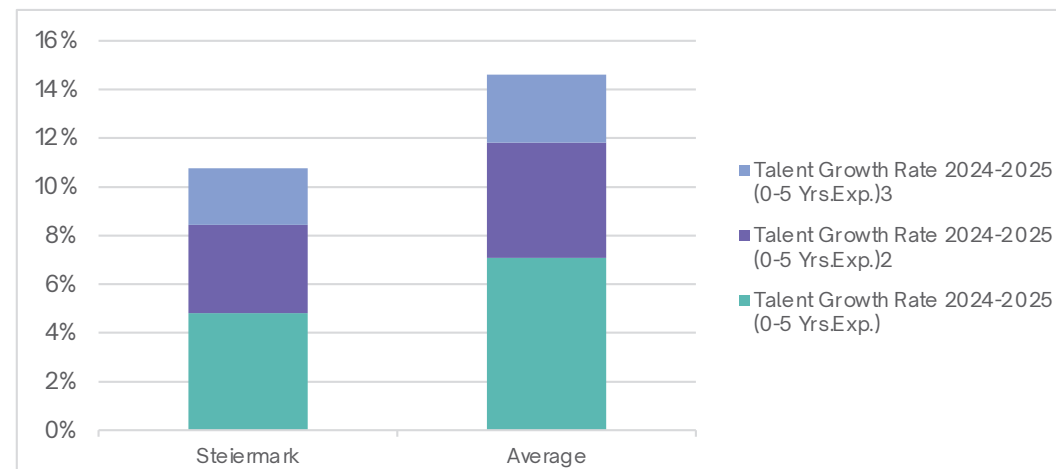
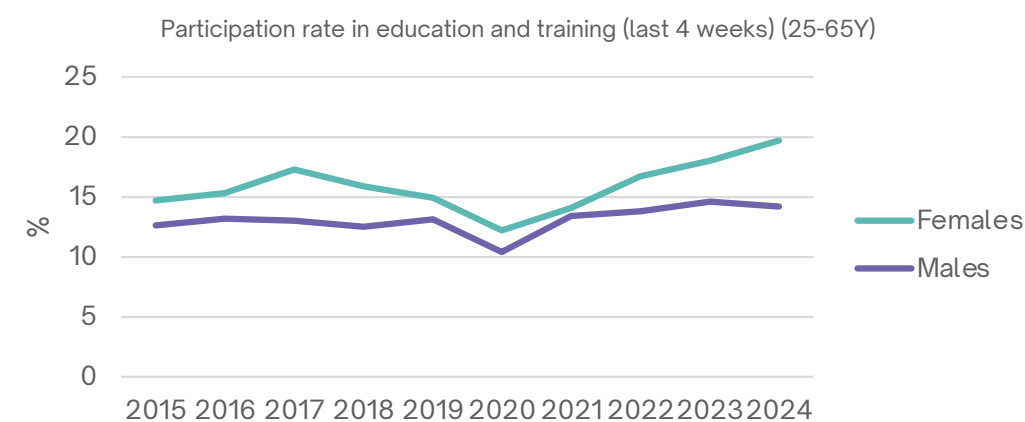
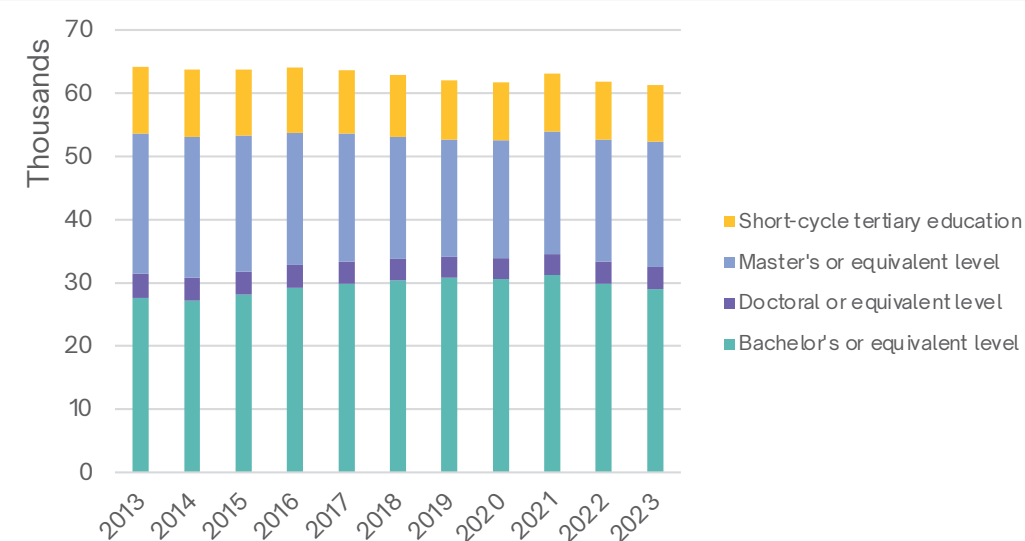


# Regional Automotive Labour Market Profile - Steiermark

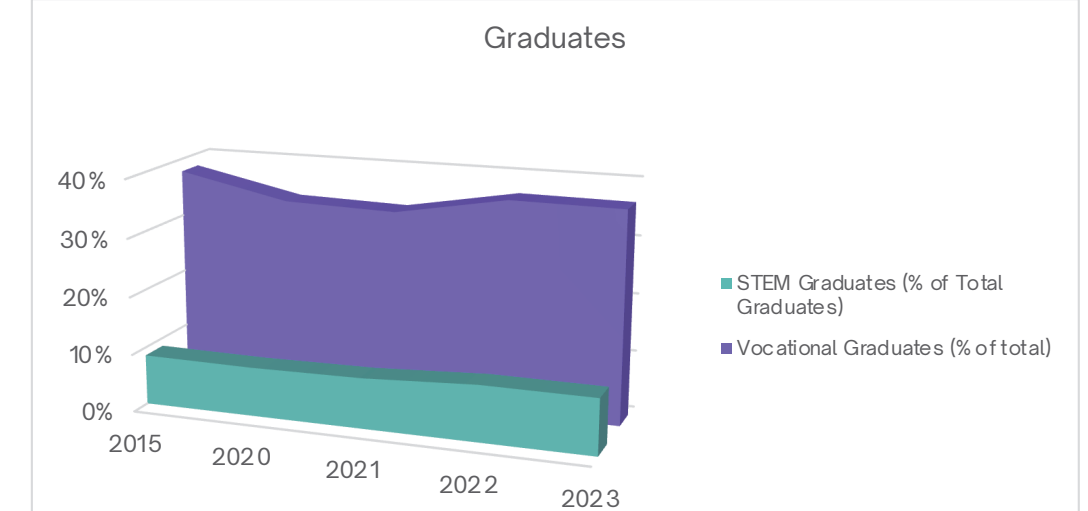
## Labour Market Demographics



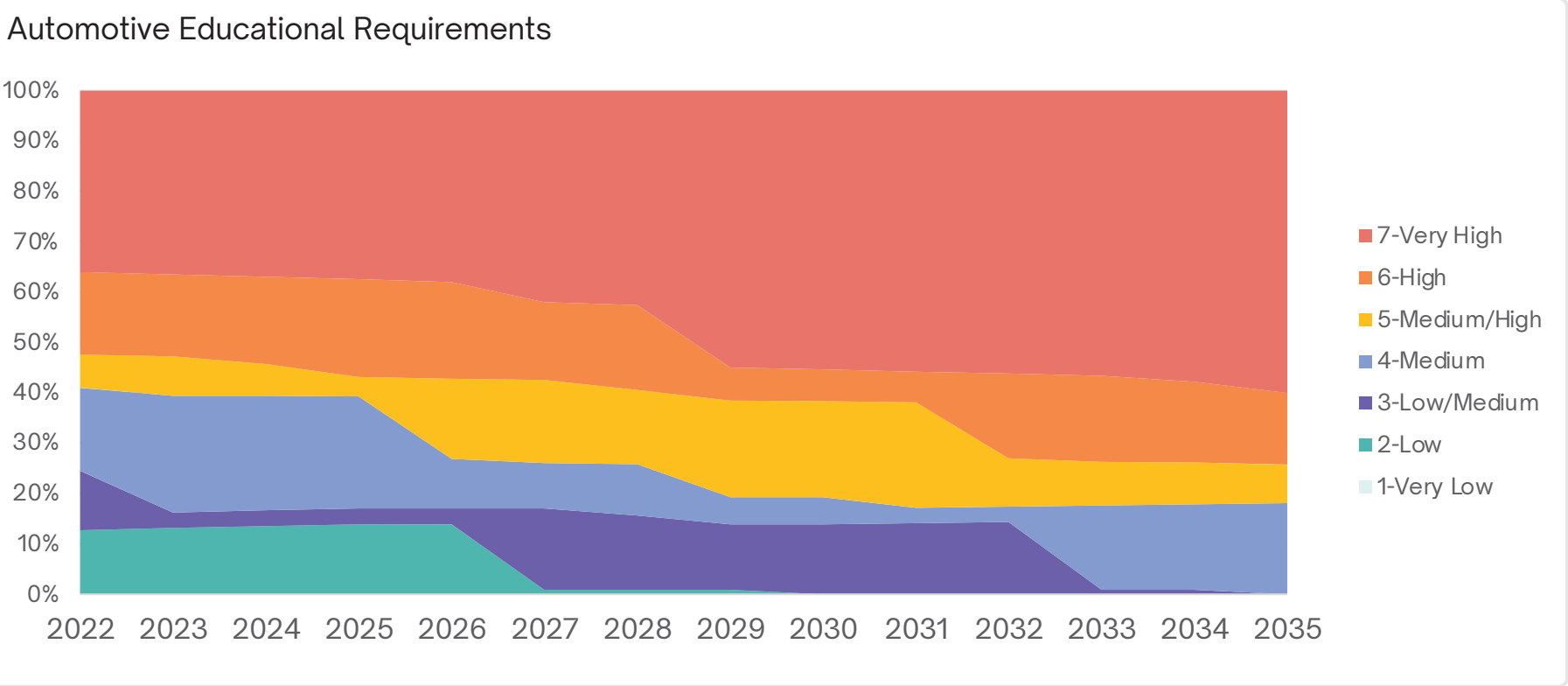
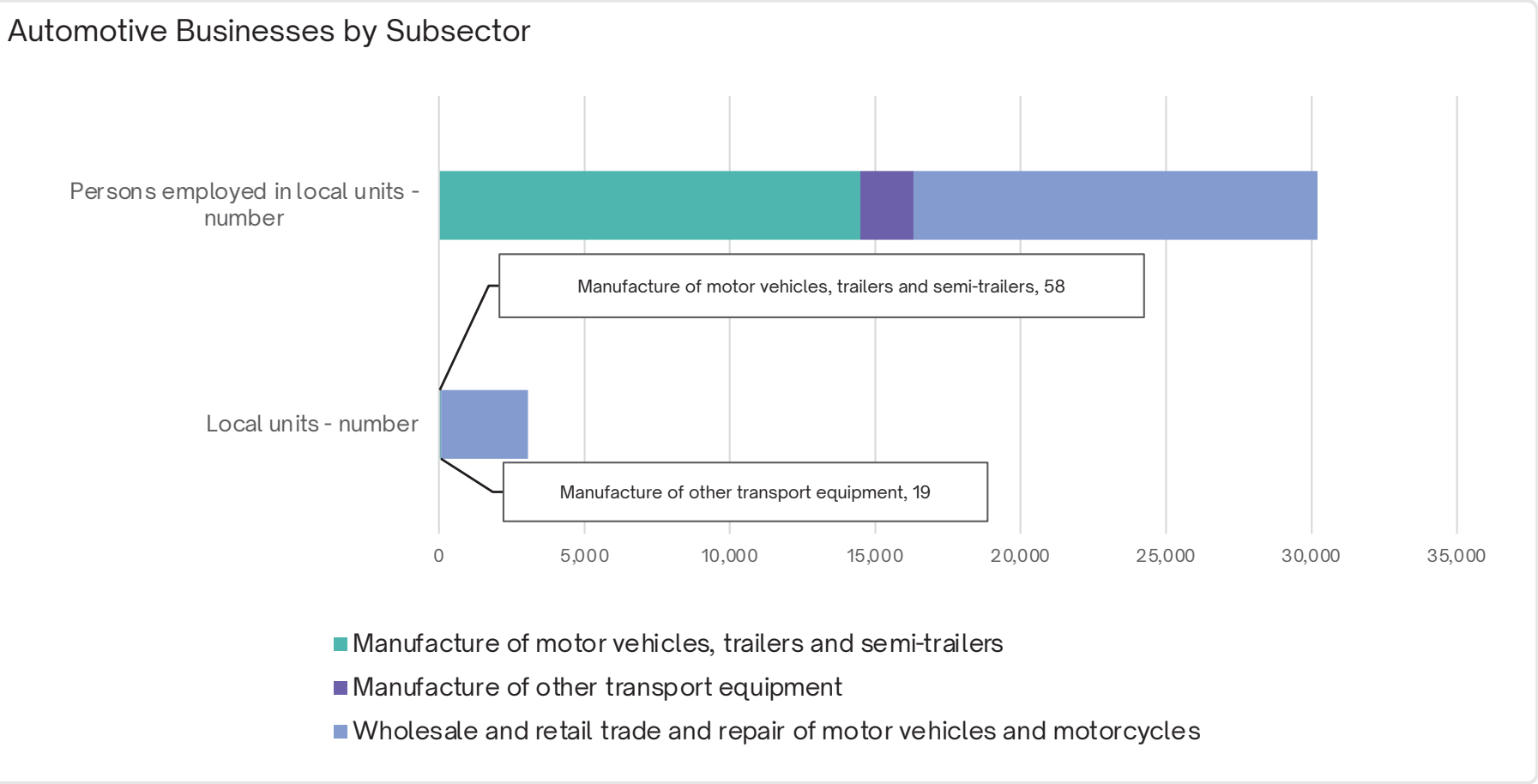
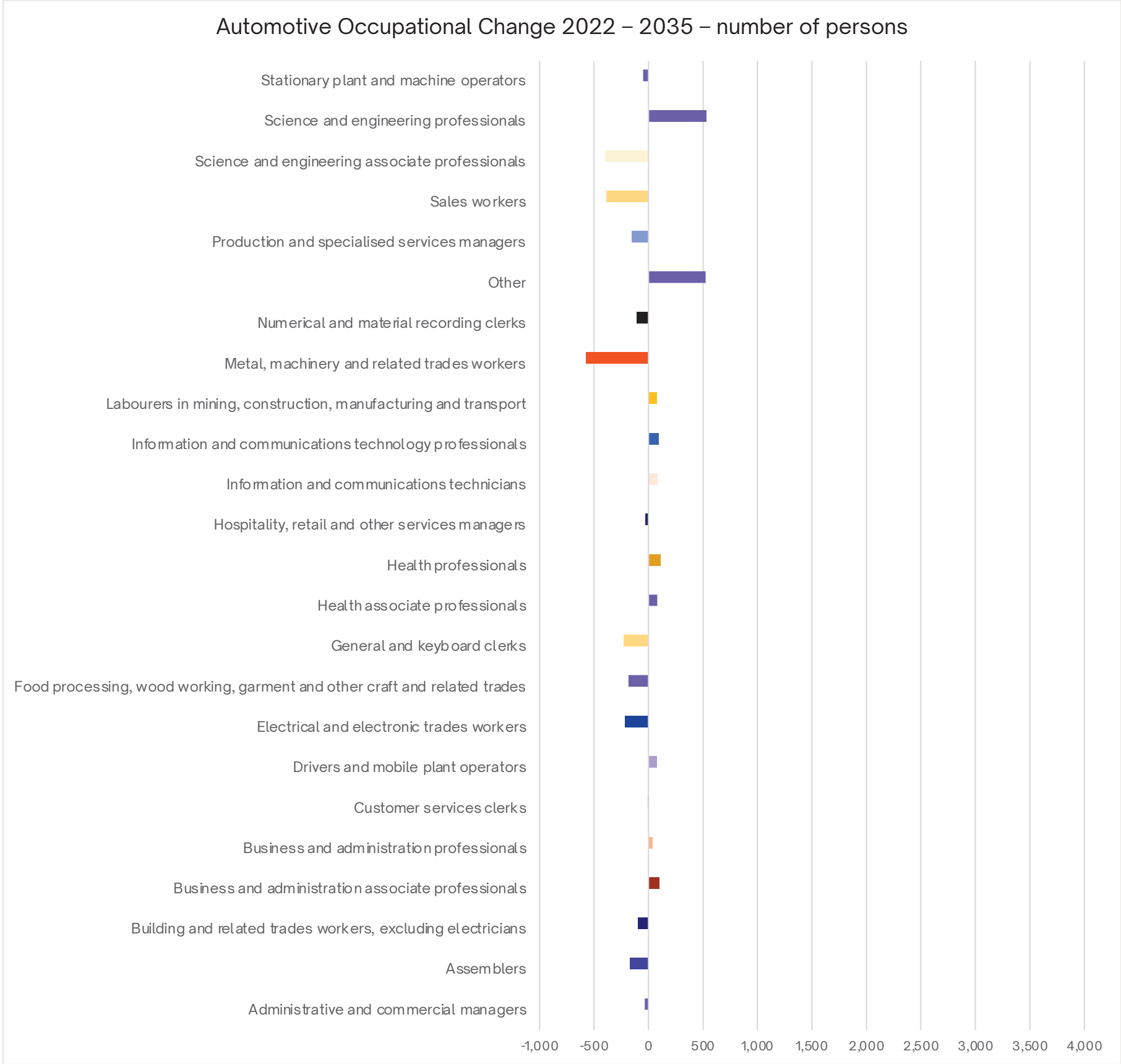
## Talent Pipeline



## Talent Pipeline (Austria)



# Regional Automotive Labour Market Profile - Steiermark



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

# Regional Automotive Labour Market Profile - Steiermark

Prevailing  
Solution  
Focus

Bind

Build

Buy

Operational  
Solutions

- 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

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

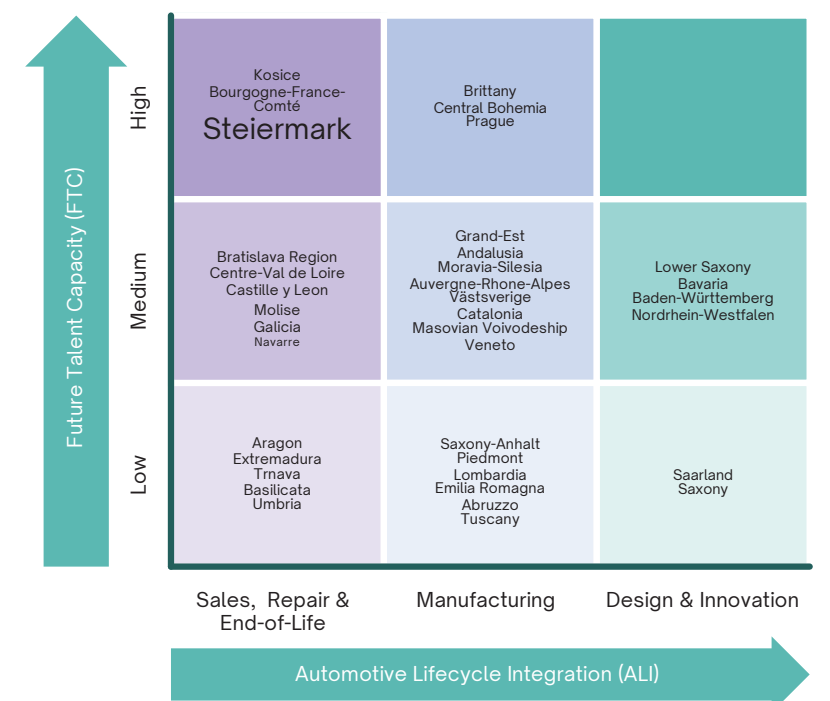
- Employer Branding
- Talent Acquisition Strategies focused on emerging roles
- Inclusive Recruitment Pipelines & DE&I Hiring Strategies
- Recruitment Process Outsourcing
- Competitive Remuneration
- Skills Forecasting & Mapping
- Appropriate Workplace Flexibility (Part-time/Hybrid/Etc)
- Temp-to-Perm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

Ecosystem  
Support

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

- 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



**This type holds a relative promising workforce demographics but scores relatively low on overall innovation, automotive output and existing automotive workforce skills**

## Mismatch & Talent Retention

1. Recruitment & Retention
2. Mismatch Between Education and Industry Needs

- Bind - Retain key employees and capabilities
- Build: Develop internal talent - Cultivate the Skills You Need Tomorrow
- Buy: Acquire the necessary external talent