



AUTOMOTIVE SKILLS ALLIANCE

MICRO-CREDENTIALS APPROACH

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ALLIANCE

European Context

Automotive Skills Agenda - WHY

- ❖ The European automotive industry is undergoing an **unprecedented green & digital transformation** (Green Deal & Fit for 55)
- ❖ Mobility ecosystem facing **additional pressures** caused by continued supply chain disruptions post COVID-19, and increases in the price of raw materials, energy and semiconductors
- ❖ The transition will have a tremendous **impact on the 15 million people employed** in the automotive value-chain
- ❖ **Jobs at risk** combined with challenges in acquiring new skilled talent for emerging jobs

A massive, sustainable and pragmatic approach towards education and training (up-/re-skilling) is needed more than ever!

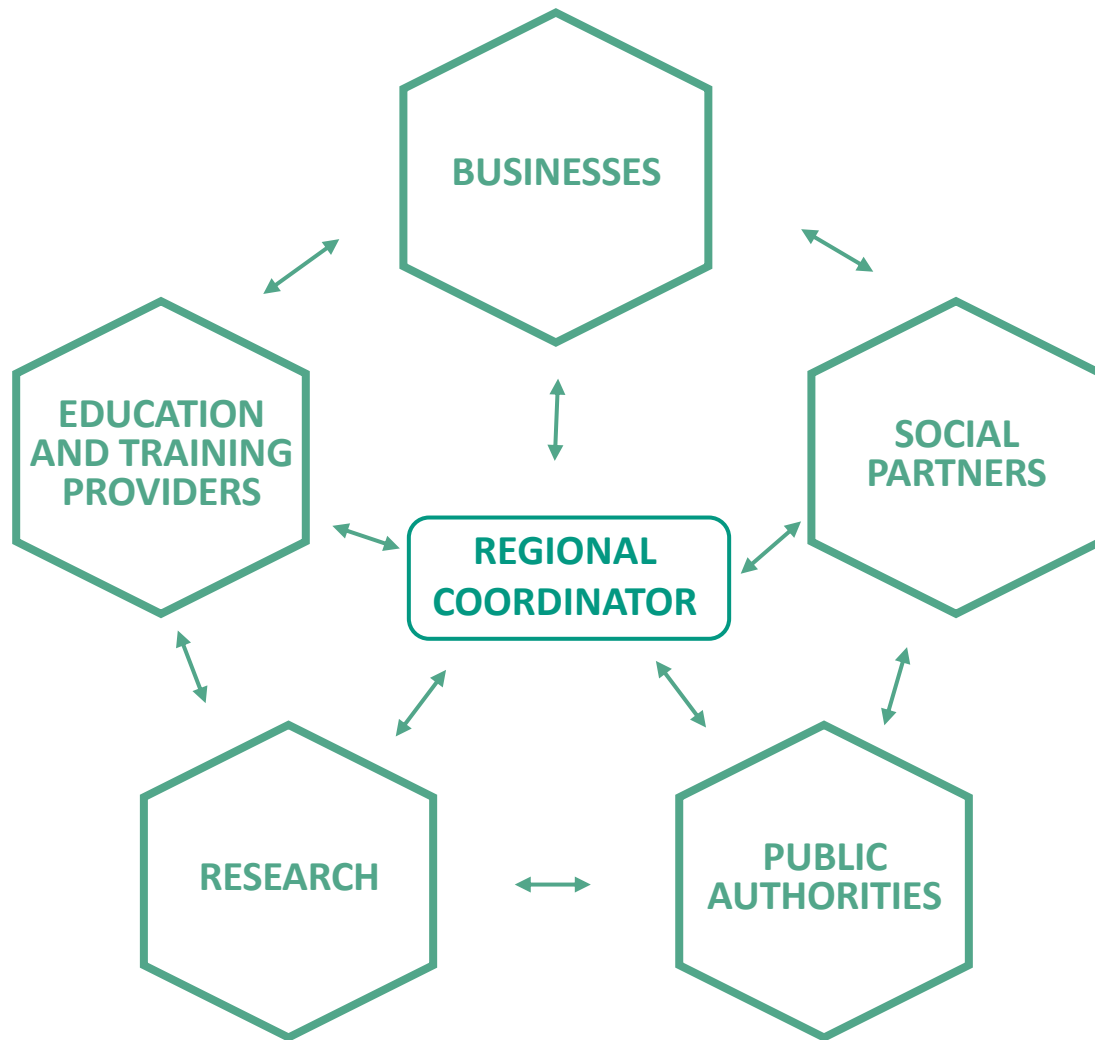


BACKGROUND – EUROPEAN SKILLS AGENDA – PACT FOR SKILLS

- Pact for Skills is the first flagship action of the European Skills Agenda, firmly anchored in the principles of the European Pillar of Social Rights. It also **supports the EU Industrial Strategy** and the goals of the **Green Deal** and the **digital transformation**.
- The goal of the Pact is to mobilise and incentivise private and public stakeholders to invest and take concrete action for the upskilling and reskilling of people of working age.
- It is a shared engagement and approach to mobilise all stakeholders to invest in skills for the growth and sustainable development of private and public businesses of all sizes.
- The Pact facilitates the launch of skills partnerships, in particular it aims to build large-scale multi-stakeholder skills partnerships addressing the needs of the 14 industrial ecosystems identified in the EU Industrial Strategy.



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The ASA mission is to bring together different stakeholders involved in the automotive ecosystem and to **ensure continuous, pragmatic and sustainable cooperation** on the skills agenda in the ecosystem.



It further aims to **ensure collaboration** on a European level, as well as on national and regional levels, between all the involved stakeholders in the automotive ecosystem.

Collaboration in the **skills partnership** for the automotive ecosystem

- Support collaboration on the regional and European level
- Initiate new projects and initiatives
- Mainstream the existing projects and initiatives
- Execute up-/re-skilling activities

Updated intelligence about the automotive ecosystem and its development, as well as guidance to education and training bodies leading to continuous skills needs updates.

- Know & share the trends, needed job roles, needed skills

**ENABLE AND SUPPORT
MASSIVE WORKFORCE
UPSKILLING AND RESKILLING
ACROSS THE AUTOMOTIVE
ECOSYSTEM**

EU-wide framework for skills and job roles, as well as shared experience and best practices.

- Become part of an EU-wide accepted system
- Access to an overview of education/training providers across Europe through the ASA database

Platform for **exchange of best practices and one-stop-shop guidance** for the financial instruments available on European and national level for financing skills agenda

- Take advantage of new EU financial resources

Automotive Skills Agenda - INITIATIVES

- ❖ High Level Group GEAR 2030 (2015 - 2017) - Final report on automotive competitiveness and sustainability
- ❖ New Skills Agenda for Europe (2016) with action The Blueprint for Sectoral Cooperation on Skills



Automotive Sector
Ongoing (2018 - 2021)



Batteries Sector
Ongoing (2019 - 2023)

- ❖ European Skills Agenda (2020) with action **Pact for Skills** (launched November 2020)



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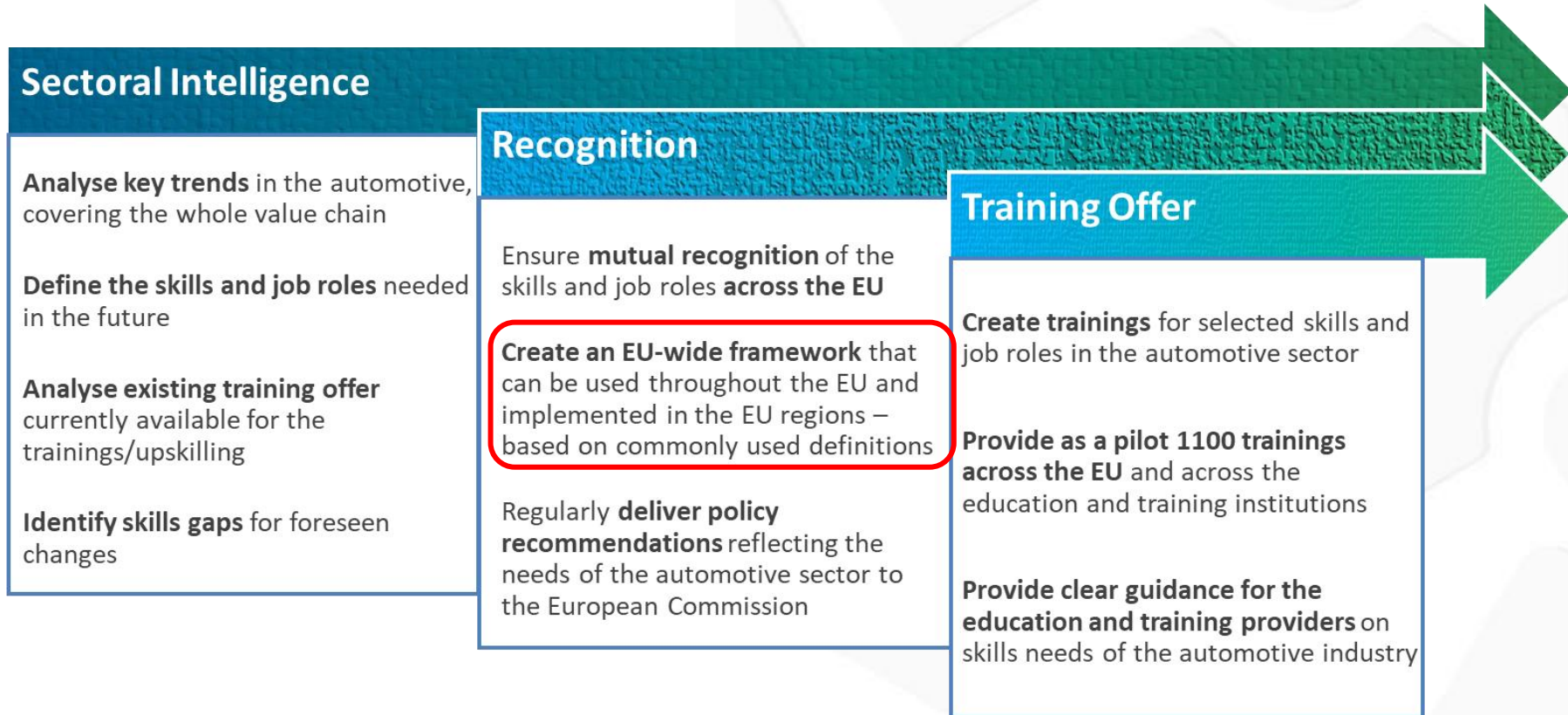


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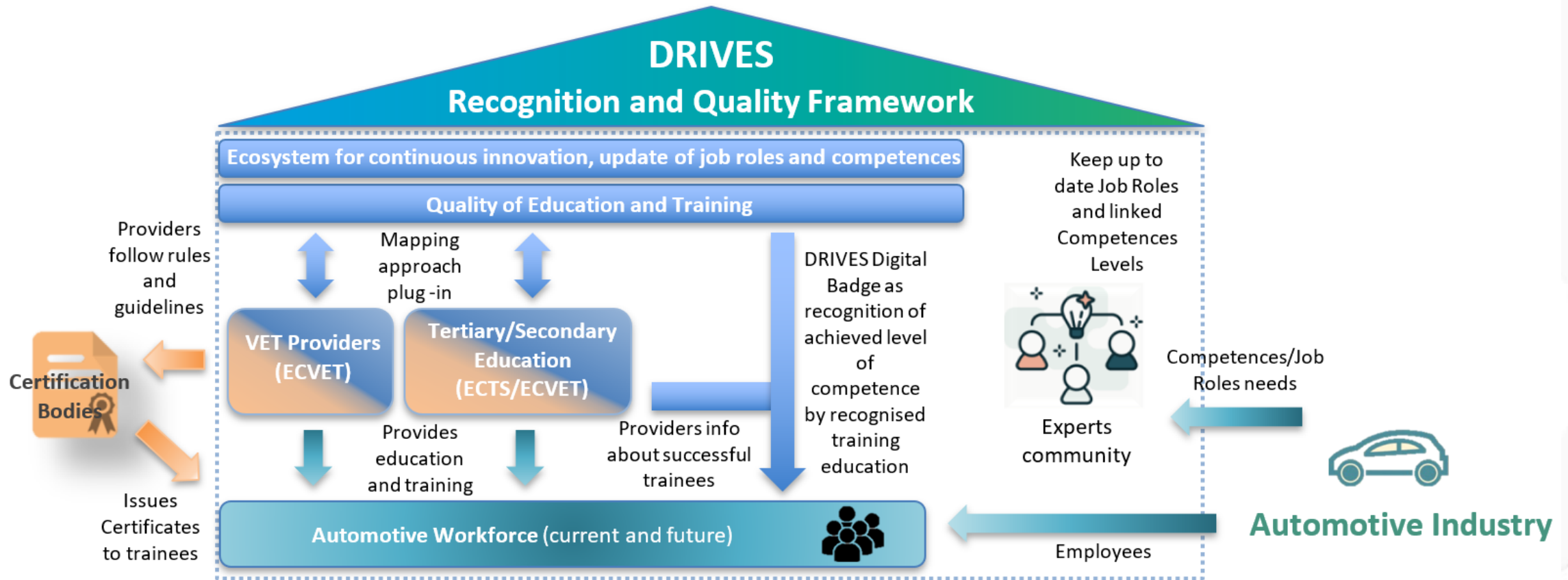
EU-wide Database

DRIVES Framework

Project DRIVES Context

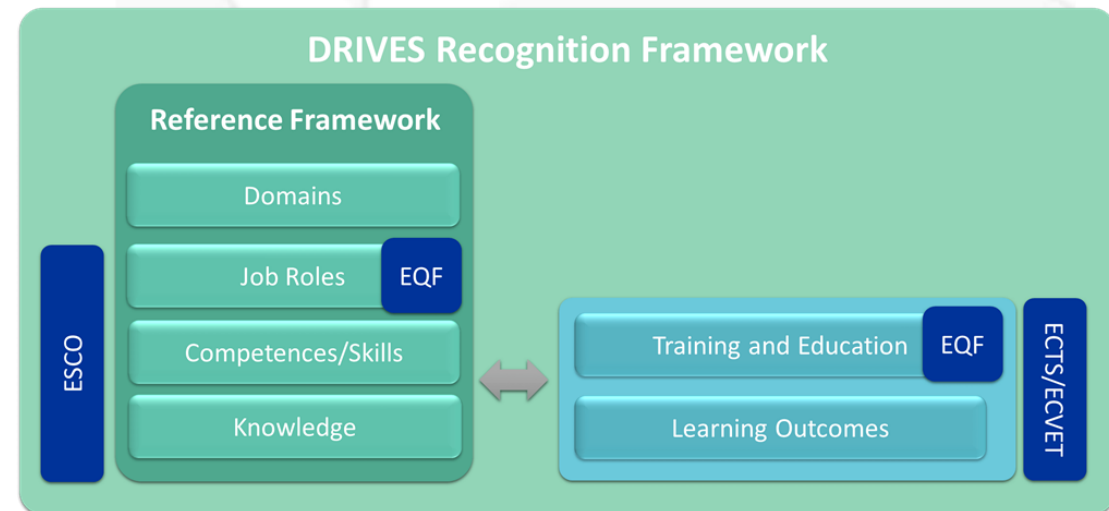


DRIVES Framework Umbrella View



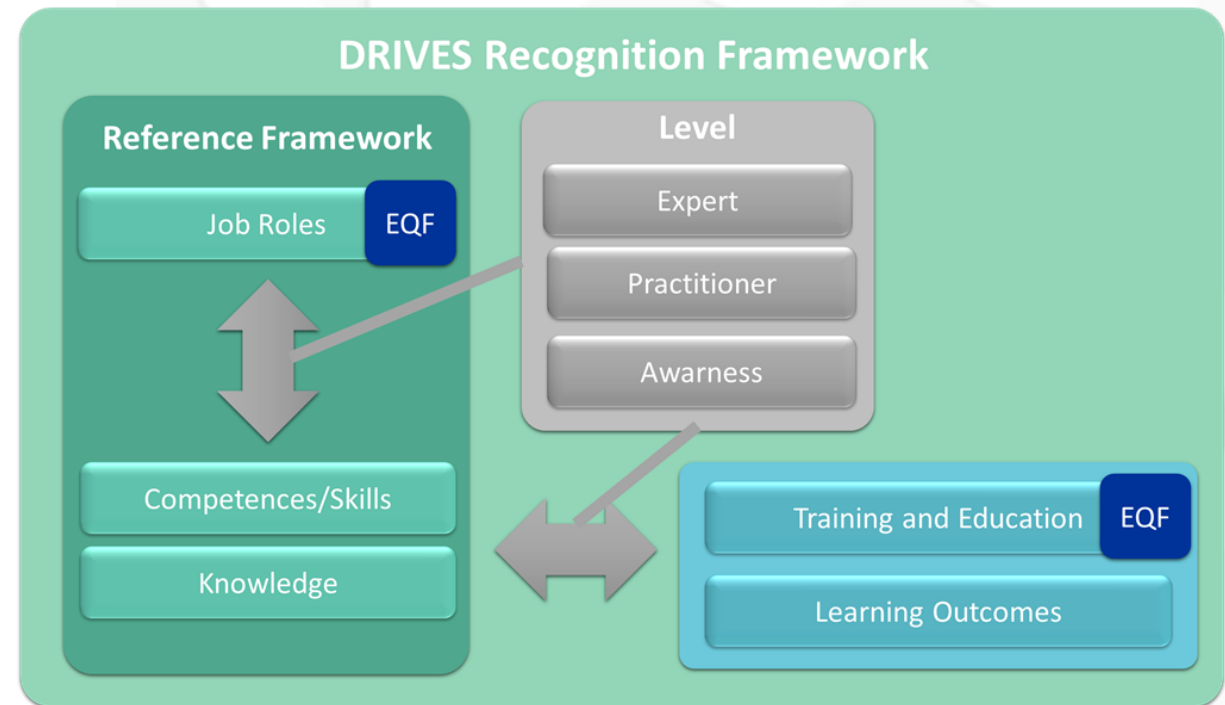
DRIVES Framework Structure

- Provision of **simplified and harmonized approach to upskilling and reskilling** of the current and future workforce
- Provision of **clear definitions of Job Roles and its Competences/skills**, specific for Automotive Sector
- Provision of an **EU wide database of training courses and education opportunities** of the sector

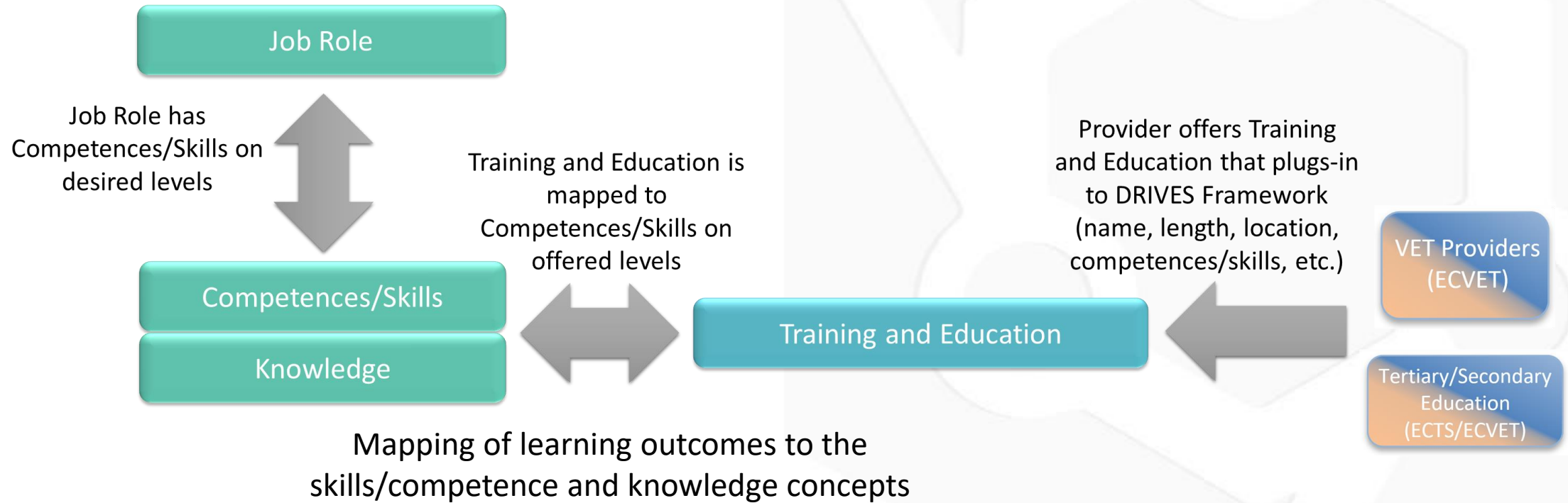


DRIVES Framework Structure

- **Three levels** defines the **maturity** of the **Competence/Skills** needed for particular Job Role
- The same levels are applied to **mapping of Training and Education to Competence/skills** provided by the Training and Education



DRIVES Framework Mapping





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ASA Digital Badges

ASA Digital Badge

- ❖ **Digital Badge** is proven and recognized **achievement of Competence(skill) and its level**
 - ❖ E.g. Artificial Intelligence – level Expert
- ❖ **Digital Badge is parallel to existing certificates**
- ❖ **Trainee** after successful training **receives Digital Badge for Competence(skill) and its levels achieved**
 - ❖ Could see it in the system, share to social networks, etc.
- ❖ **Training organization** with its training courses plugged-in DRIVES Framework **register trainees to the system** to be able to receive DRIVES Digital Badge



ASA Digital Badge

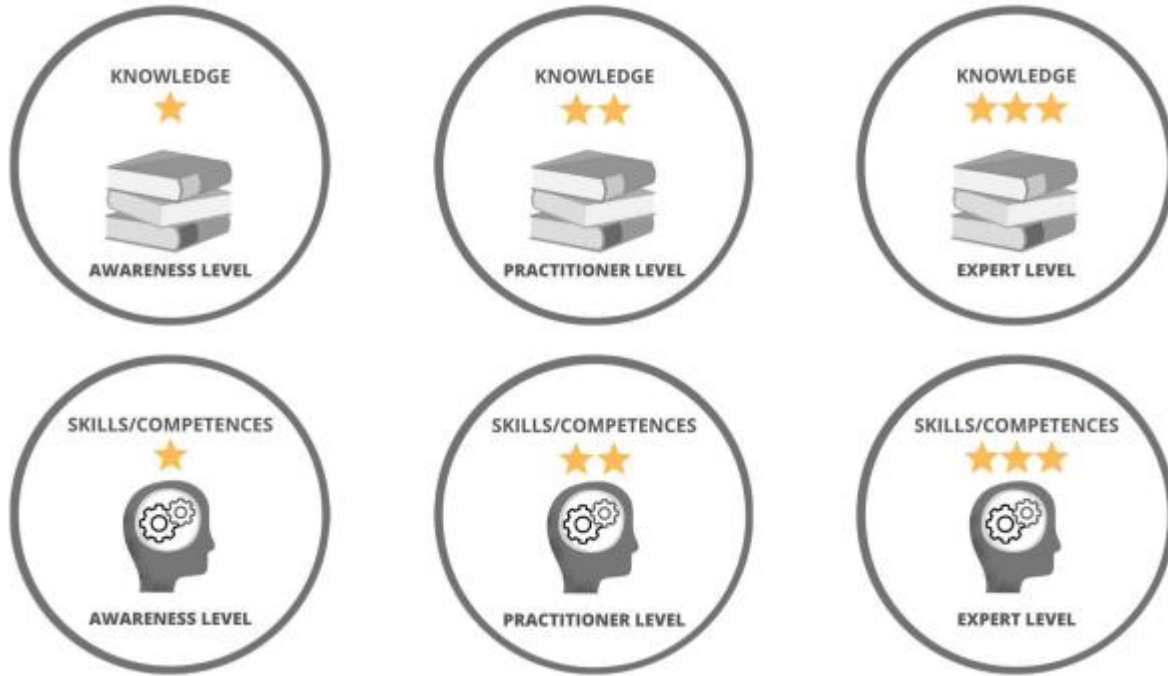
- ❖ Trainee based on successful completion of training course receives the **Digital Badge** for all competences/skills (on defined levels) linked to the training.
- ❖ **Recognition criteria** influence the type of the badge
 - ❖ ECTS Credits or ECVET Credits mapped
 - ❖ Certification that is provided in parallel has ISO17024
- ❖ Open Badges specification is used, possible to map to other standards or specification (e.g. Europass credentials)



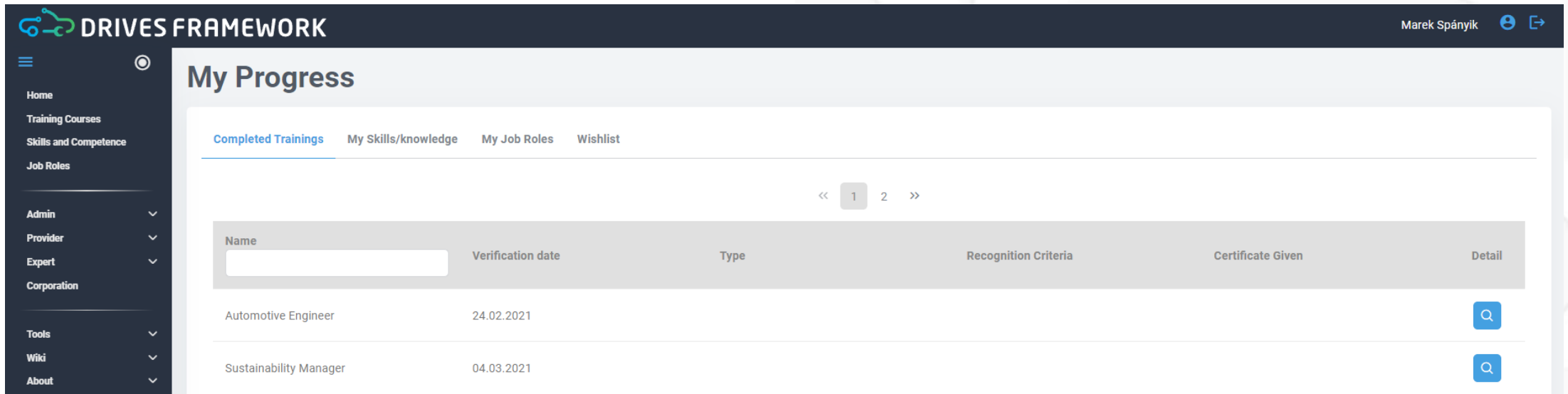
ASA Digital Badge - Example

- ❖ Example: [Assertion - Drives Compass \(drives-compass.eu\)](https://drives-compass.eu)
- ❖ **Badge provide a flexible way to recognize learning** wherever it happens, in and out of formal education and the workplace. They can represent any achievement from simple participation to evidence-backed competency development
- ❖ Badges are issued through the system or through API
 - ❖ Trainees will receive an email about the receival



ASA Digital Badge - Example




ASA Digital Badge - Example







The screenshot displays the 'My Progress' section of the DRIVES FRAMEWORK user interface. The header includes the logo and the text 'DRIVES FRAMEWORK', along with the user's name 'Marek Spányik' and a profile icon. A sidebar on the left lists navigation options: Home, Training Courses, Skills and Competence, Job Roles, Admin, Provider, Expert, Corporation, Tools, Wiki, and About. The main content area is titled 'My Progress' and features a tabbed interface with 'Completed Trainings' selected. Below the tabs, a pagination control shows '1' as the active page. A table lists the completed trainings with columns for Name, Verification date, Type, Recognition Criteria, Certificate Given, and Detail. Two entries are visible: 'Automotive Engineer' and 'Sustainability Manager'.

Name	Verification date	Type	Recognition Criteria	Certificate Given	Detail
Automotive Engineer	24.02.2021				
Sustainability Manager	04.03.2021				




ASA Digital Badge - Example




 **DRIVES FRAMEWORK**

Marek Spányik  

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[Skills and Competence](#)
[Job Roles](#)



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[Expert](#) 
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My Progress


[Completed Trainings](#) [My Skills/knowledge](#) [My Job Roles](#) [Wishlist](#)



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Name	Type	Obtained	Most recent best training	Badge Achievement
Identify process improvements	skill/competence	6x	Functional Safety Manager - Strategic Level, Practitioner (16-03-2021)	
legislation procedure	knowledge	2x	Automotive Engineer, Awareness (11-04-2021)	

ASA Digital Badge - Example

[Assertion - Drives Compass \(drives-compass.eu\)](https://drives-compass.eu)

 DRIVES FRAMEWORK


Marek Spányik  

Digital Badge [Embed Snippet](#) [Copy URL](#)

Person
Marek Spányik
Name
marek.spanyik@vsb.cz
Email

Badge
DRIVES Framework
Issued by
This badge is for identify process improvements on Practitioner level.
Description
Complete training with identify process improvements Practitioner level.
Earning criteria






Training
Functional Safety Manager - Strategic Level
Name
16.03.2021
Date



Skill/competence or Knowledge
identify process improvements
Name
skill/competence
Type
Practitioner
Level






ASA Digital Badge - Example

<http://drives-compass.eu/my-achievements?id=K1FiNldLT2o5RzFNRjRMNUIQdFg2dz09>

 **DRIVES FRAMEWORK**

provider showcase  




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Achievements

Copy URL

provider showcase
Name
marek.spanyik.st@vsb.cz
Email

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Badge	Preferred Label ↑↓	Type ↑↓	Highest level ↑↓	Badge Achievement
	Homologation	knowledge	Awareness	Badge Achievement
	Functional Safety	knowledge	Practitioner	Badge Achievement
	Product Lifecycle Management	knowledge	Expert	Badge Achievement

Summary

- ❖ Free and inclusive ways to skills/competence and knowledge (on different levels) recognition
- ❖ Recognition criteria available
- ❖ Extensibility and scaling possible in the future



Thank you for your attention !!



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