

CONCEPT A: Social-partner-led / Private-sector-led

DEMANDS-AUTO TRANSITION

Retention-Focused Skills Guarantee Led by Social Partners or Private-sector-led

Main Problem

Automotive workers transitioning to new sectors often leave employment within the first months due to inadequate onboarding, transversal skills gaps, and weak employer-side support. This undermines job-to-job transition objectives and leads to hidden unemployment risks despite initial placements.

Our Answer

A social-partner-led or Private-sector-led Skills Guarantee that prioritises employment retention, not only placement. Trade unions, employer associations, and sectoral bodies lead the identification of at-risk workers and receiving companies, while ensuring on-the-job integration support and minimum six-month employment in strategic and growing sectors. The model adapts DEMANDS-style competency frameworks to a company-embedded retention pathway, aligned with real job needs.

Key Activities

- Social partners identify at-risk automotive workers and participating receiving companies.
- Mapping of transferable skills and job-to-job matching to concrete vacancies.
- Delivery of short bridging training (technical + transversal) co-designed with employers.
- Structured employment-support phase: mentoring, peer support, workplace coaching.
- Monitoring of employment duration and early-warning mechanisms for drop-out.
- Development of a replicable social-partner-led Skills Guarantee toolkit.

Outputs

- Automotive workers transitioning directly into new jobs without unemployment gaps.
- **Sustained employment for a minimum of six months.**
- Employer-validated onboarding and retention modules.
- Transferable Skills Guarantee model led by social partners.

Suggested Partnership

- **Coordinator:** Sectoral employer association or bipartite social-partner organisation.
- **Key partners (4–6 total):**
 - 1–2 **automotive or supply-chain companies** acting as sending employers.
 - 1–2 **companies in strategic/growing sectors** (receiving employers).
 - 1 **trade union or workers' representative body.**
 - 1 **education/training provider** for short bridging modules.
 - 1 **public authority** (as partner or associated partner) for policy alignment.