Forward Looking Approaches for Green
Mobility Ecosystem Network Collaboration

GENERAL INFORMATION ABOUT THE SURVEY

Introduction

The collaboration of the industry, education and training providers, social partners and public authorities is paramount towards the implementation of the programs and initiatives meant to improve educational and training mechanisms that need to keep up with the progress of technology and the Green and Digital transition within the Automotive-Mobility Sector/Ecosystem. The economy has realized over time that direct involvement in the preparation process presents a series of obvious positive results and outcomes.

Consequently, driven by a common objective that is the preparation of the workforce to cope with the challenges of technological evolutions and the labour market trends, Flamenco project identified the survey as the technique to analyze the collaboration situation at European level.

Purpose

Unlocking the Power of Collaboration: Exploring Challenges, Outcomes, and Strategies for Success in Diverse Contexts

◊ Collaboration: Fostering meaningful partnerships and cooperation among organizations.

◊ Knowledge Sharing: Encouraging the exchange of ideas, information, and expertise.

◊ Continuous Improvement: Striving for ongoing progress and development in organizational practices.

◊ Outcome Orientation: Emphasizing the importance of measurable results and impactful outcomes.

◊ Stakeholder Engagement: Engaging and involving key stakeholders to ensure their perspectives and needs are considered.

The Survey serves as an input to strengthen the Europe wide collaboration on the skills Agenda in the automotive in the automotive mobility ecosystem.
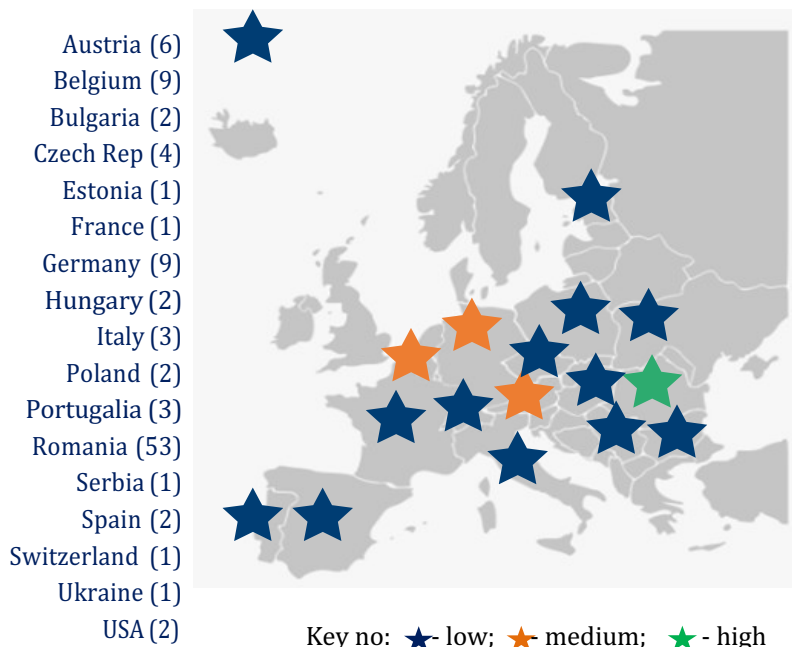
KPI's

◊ **Number of Responses:** min 100

◊ **Categories of respondents**:

♦ Industry sector: min 10;

♦ Education and Training Providers: min 10;

♦ SocialPartners: min 10;

♦ National and regional representatives: min 10;

♦ Other categories: min 10.

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2. ABOUT THE RESPONDENT

Question 2.3

Austria (6)
Belgium (9)
Bulgaria (2)
Czech Rep (4)
Estonia (1)
France (1)
Germany (9)
Hungary (2)
Italy (3)
Poland (2)
Portugalia (3)
Romania (53)
Serbia (1)
Spain (2)
Switzerland (1)
Ukraine (1)
USA (2)

Key no: ★- low; ★- medium; ★- high

In terms of the respondents' country of residence (Question 2.3), the survey captures insights from a diverse set of participants spanning various European and non-European countries. The data reveals a significant presence of respondents from Romania, Germany, and Belgium, underscoring the international scope of collaboration examined in this survey. This broad geographical distribution adds credibility to the survey findings, indicating their applicability and relevance across different regions and fostering a comprehensive understanding of collaboration dynamics.

Question 2.5 and Question 2.6
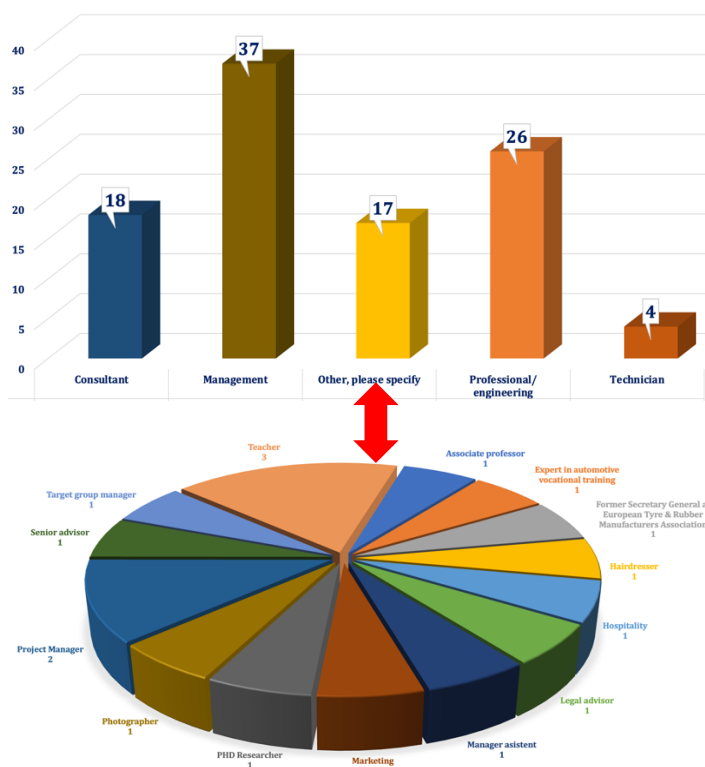
These results reflect a highly educated and experienced group of professionals, providing a solid foundation for informed opinions and valuable contributions to the survey's objectives. The combination of their educational background and professional experience enhances the credibility and reliability of the survey findings.

In terms of occupation (Question 2.5), the respondents encompass various professional roles within the automotive-mobility sector. The largest group consists of individuals in management positions, followed by consultants and professionals/engineers. It is encouraging to see a diverse mix of expertise and skills represented, indicating a comprehensive perspective on collaboration needs and challenges.

For those who selected "Other" as their occupation (Question 2.6), we received a range of unique roles and positions. These include associate professors, project managers, legal advisors, teachers, and more. These diverse backgrounds contribute to a rich exchange of ideas and experiences within the survey responses.

2. ABOUT THE RESPONDENT

Question 2.8 ⟶ to ⟶ Question 2.14
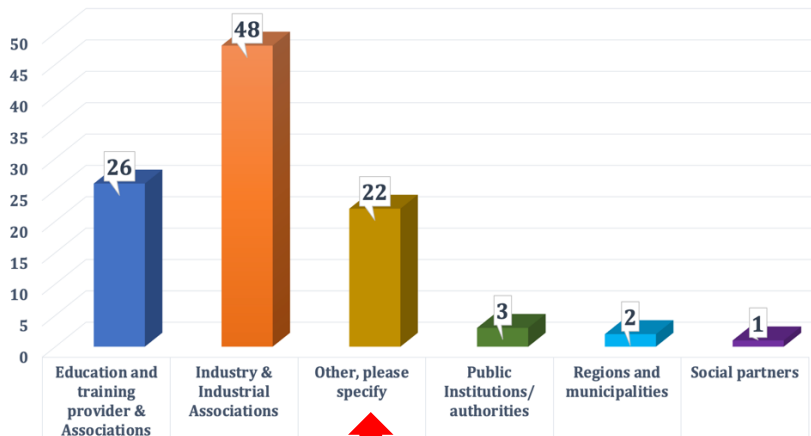
When examining the type of organization represented by the respondents (Question 2.8), we observe a broad representation of different sectors.

Industrial associations and large enterprises are prominent, indicating the involvement of key industry stakeholders.

Education and training providers, including higher education and lifelong learning institutions, also play a significant role.

Social partners, such as trade unions and professional organizations, as well as public institutions at various levels, contribute to the collaborative efforts within the ecosystem.

The responses further reveal the specific categories within each type of organization. For industrial associations (Question 2.9), both SMEs and large enterprises are well-represented.

Education and training providers (Question 2.10) include vocational education and training (VET) institutions, higher education, and organizations dedicated to lifelong learning. Social partners (Question 2.11) mainly consist of trade unions and professional organizations.

Public institutions (Question 2.12) encompass European, national, and regional levels of governance. Additionally, regions and municipalities (Question 2.13) participate actively, with contributions from both regional and municipal entities.

The respondents' type of organization (Question 2.14) demonstrates the diverse landscape of affiliations within the ecosystem. Not-for-profit organizations dedicated to supporting decision-makers, research institutions, consultancy firms, creative industries, and clusters are among the notable categories. These organizations bring unique perspectives and expertise to the collaboration, contributing to the overall success of initiatives in the automotive-mobility sector.

In conclusion: The responses to the questions in ABOUT THE RESPONDENT provide a comprehensive understanding of the demographics, occupations, and organizational affiliations of the survey participants. This diversity of perspectives, expertise, and affiliations is crucial for fostering effective collaboration and achieving the goals of the project.
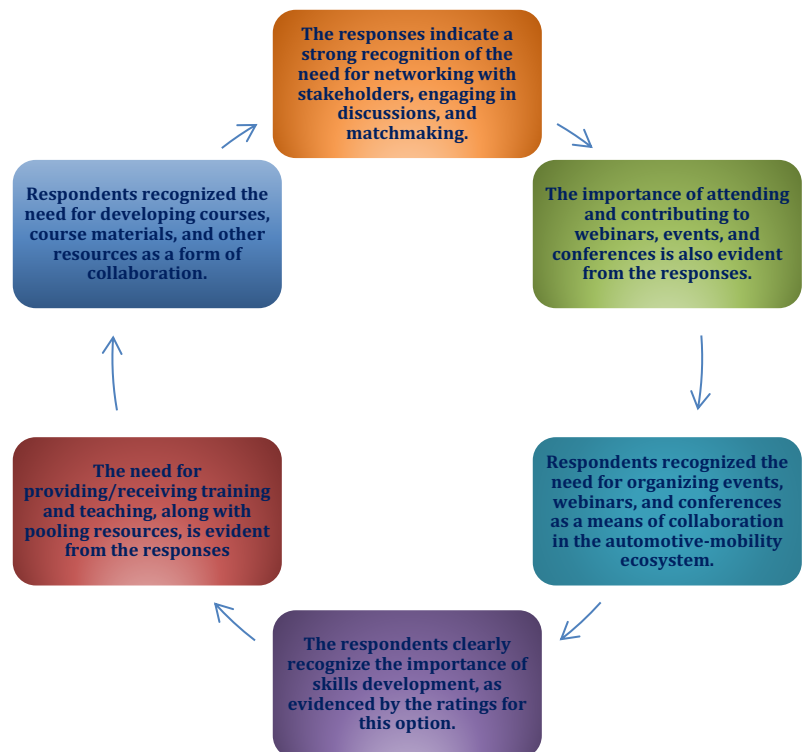
3. COLLABORATION NEEDS

Question 3.1

Question 3.1 aimed to assess the respondents' participation in initiatives as part of a large-scale partnership under the Pact for Skills. The results indicate a relatively balanced distribution, with 49% respondents answering "Yes" and 51% respondents answering "No."

The findings highlight the need to continue promoting and raising awareness about the opportunities provided by the Pact for Skills and encouraging more individuals and organizations to actively participate in large-scale partnerships. This can help foster collaboration, exchange of best practices, and the development of skills necessary to address current and future workforce challenges.

Question 3.2

Question 3.2 aimed to assess the respondents' rating of the need for collaboration between their organization and other stakeholders in the automotive-mobility ecosystem, specifically focusing on topics such as skills development, skills intelligence, training development, and skills and job definitions.

The respondents were provided with different options and asked to rate each one on a scale of 1 to 5, with 1 being the lowest and 5 being the highest.

The responses indicate a strong recognition of the need for networking with stakeholders, engaging in discussions, and matchmaking.

The importance of attending and contributing to webinars, events, and conferences is also evident from the responses.

Respondents recognized the need for organizing events, webinars, and conferences as a means of collaboration in the automotive-mobility ecosystem.

The respondents clearly recognize the importance of skills development, as evidenced by the ratings for this option.

The need for providing/receiving training and teaching, along with pooling resources, is evident from the responses

Respondents recognized the need for developing courses, course materials, and other resources as a form of collaboration.

The responses highlight the diverse collaboration needs within the automotive-mobility ecosystem. Networking, attending events, and engaging in discussions are highly valued, along with skills development, training, and resource sharing. These findings emphasize the significance of collaborative efforts in addressing the challenges and driving progress in the industry. Organizations should prioritize these collaborative activities to foster innovation, knowledge exchange, and effective skills development within the automotive-mobility sector.

Co-funded by
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3. COLLABORATION NEEDS

Question 3.3

For Question 3.3, the responses varied in terms of the specific ways of collaboration mentioned. Some respondents highlighted the importance of networking, engaging in discussions, and matchmaking with stakeholders. Others emphasized the significance of attending courses, webinars, events, and conferences. Collaborating on projects, sharing knowledge and best practices, and establishing direct contacts were also mentioned as important forms of collaboration. Furthermore, the importance of developing courses, teaching materials, and training resources was emphasized. Overall, the responses emphasized the diverse ways in which collaboration can take place within the automotive-mobility ecosystem, involving various stakeholders and focusing on different areas of expertise

Question 3.4

For Question 3.4, the respondents provided suggestions for further collaboration in the areas of skills development, skills intelligence, training, and job definitions. Some respondents highlighted the need for accelerators and research development to support new technologies. Others mentioned the importance of creating sub-working groups, promoting interdisciplinary research, and aligning future skills with new technologies. Suggestions were made for initiatives and projects involving trainers and teachers to create training materials, as well as the establishment of common standards for electric vehicle (EV) maintenance certification. Involvement of clusters, universities, and all stakeholders in strategy development, along with early initiatives in primary schools to attract women to technology, were also suggested. The responses reflected the importance of pooling resources, involving public authorities, and fostering an innovative and productive environment for skill development.

Question 3.5 and Question 3.6
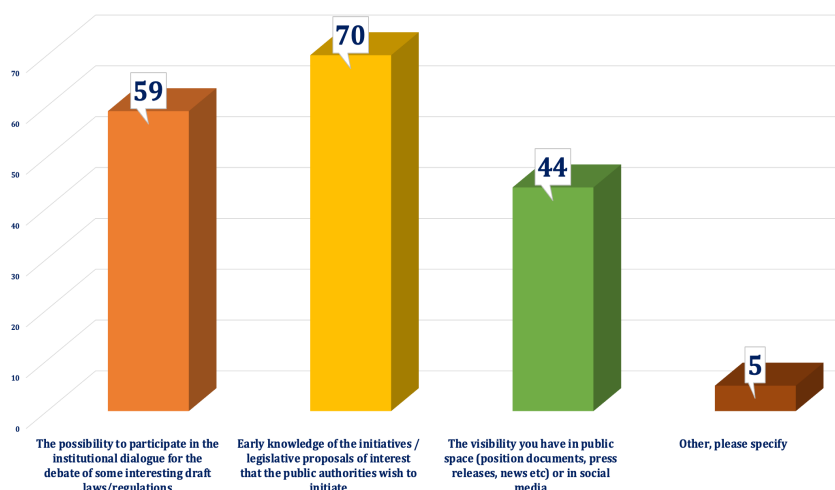
The respondents highlighted several areas to improve collaboration with public institutions in the field of skills agenda for green and digital transition.

The provided comments reflect the diverse perspectives and thoughts of the respondents. Some of the common themes include the importance of collaboration, the need for early knowledge and anticipation, the value of dialogue and communication between different stakeholders, the role of universities and industry in policy development, and the significance of visibility and awareness.

Some respondents also mentioned specific challenges, such as ignorance of the profession, the need for better regulations, and the importance of aligning skills training with industry needs.

Overall, the interpretation of the answers suggests that organizations recognize the need for proactive collaboration, early engagement, and effective communication with public institutions in order to contribute to the skills agenda for green and digital transition.

3. COLLABORATION NEEDS

Question 3.7

The respondents highlighted several ways in which authorities, clusters, training providers, and companies could collaborate on skills intelligence and training-related topics:

Conducting a skills gap analysis: Many respondents emphasized the importance of conducting a skills gap analysis to identify the gaps between the skills required by the industry and the skills possessed by the workforce. This analysis helps in understanding the training needs and developing appropriate strategies.

Sharing information on industry trends and technological advancements: Collaboration should involve sharing information and knowledge about current industry trends and technological advancements. This exchange of information helps in staying updated and aligning training programs with the evolving needs of the industry.

Collaborating on curriculum development: Collaboration in curriculum development ensures that the training programs and educational curricula align with the skills demanded by the industry. This collaborative effort helps in creating relevant and effective training programs.

Other specified needs: Some respondents provided specific collaboration needs that were not covered by the given options. These needs may vary based on the specific context and requirements of the organizations.

Question 3.8

The provided comments reflect the diverse perspectives and thoughts of the respondents. Some common themes include the importance of collaboration, the need for sharing information and resources, the value of conducting a skills gap analysis, the relevance of curriculum development, and the significance of adapting training programs to industry needs and technological advancements. Respondents also highlighted the need for leadership, the exchange of best practices, and the importance of staying updated on industry trends.

Overall, the interpretation of the answers suggests that collaboration among authorities, clusters, training providers, and companies is seen as crucial for skills intelligence and training-related topics. By conducting skills gap analysis, sharing information, and collaborating on curriculum development, stakeholders can ensure that training programs align with industry needs and effectively address the evolving skill requirements.

In conclusion: Following the detailed analysis of the answers received from this chapterthe answers, COLLABORATION NEEDS, indicate a recognition of the importance of collaboration among various stakeholders in the skills agenda for green and digital transition. There is a shared understanding of the need for early knowledge, effective communication, and collaboration on different aspects such as skills gap analysis, curriculum development, and sharing industry trends. The challenges and barriers mentioned highlight areas that require attention to enhance collaboration. The information provided by the respondents can serve as a basis for further discussions and initiatives to improve collaboration and address the skills needs in the context of green and digital transition.
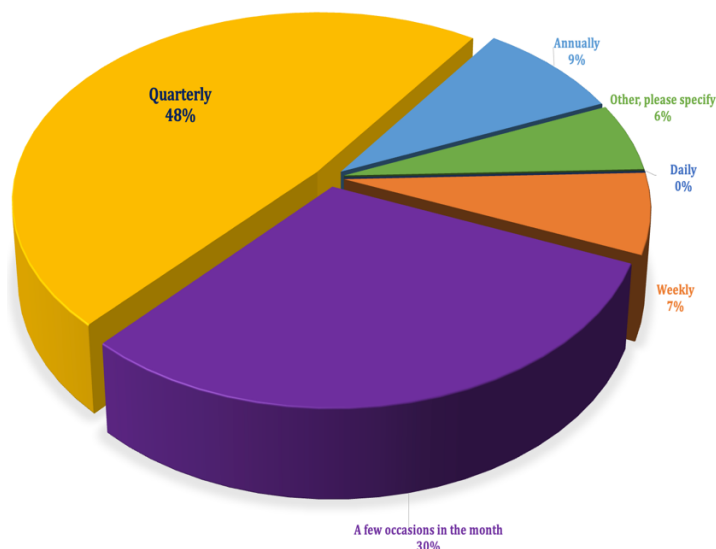
4. COLLABORATION FRAMEWORK

Question 4.1
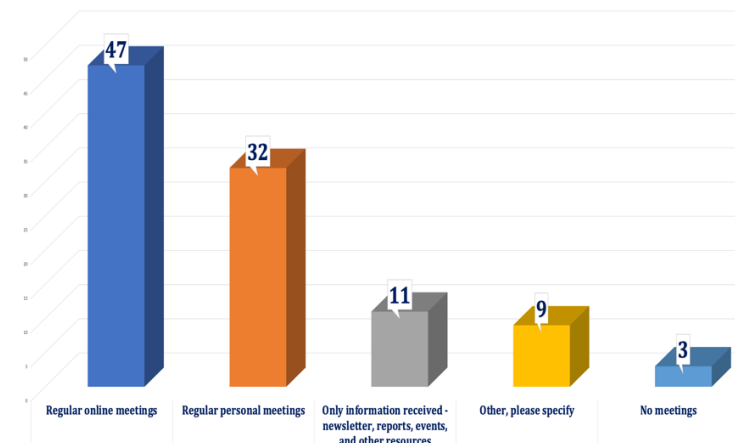
Question 4.2

The respondents' comments suggest that a combination of online and personal meetings is considered optimal for sectoral collaboration on skills agenda topics, as it provides a balance between time-saving and building personal relationships.

Additionally, the ability to participate from anywhere and the flexibility of online meetings are valued, but the importance of face-to-face interactions for networking and personal connection is also acknowledged. The variety of opinions highlights the complexity of collaboration and the need for a flexible approach that caters to different preferences and circumstances.

In conclusion, while there is no unanimous agreement on the ideal format, the survey results highlight the significance of regular communication, information sharing, and collaboration among stakeholders in the skills agenda. The preference for online meetings reflects the practicality and efficiency of virtual platforms, while the importance of personal meetings underscores the value of interpersonal connections. A flexible and adaptable approach that combines different formats may be beneficial to accommodate various preferences and maximize collaboration effectiveness.

Question 4.3

Question 4.4

Question 4.4 asked for comments or additional items regarding the selected collaboration frequency. The responses varied, with some emphasizing the importance of focused and efficient meetings, where preparation time and result-oriented discussions are prioritized.

Others mentioned the need for flexibility based on the specific circumstances and topics, indicating that the frequency of collaboration may vary depending on the objectives and priorities of the collaboration. Several respondents expressed that quarterly meetings are sufficient, allowing for new achievements and proposal development.

Some suggested monthly meetings as an adequate frequency, while others highlighted that the frequency should not be excessively time-consuming.

Overall, the survey results indicate a preference for regular collaboration on skills-related topics, with a majority favoring a quarterly frequency. However, there is variability in the preferred frequency, with some respondents suggesting more frequent or less frequent collaboration based on specific circumstances and objectives. The interpretation highlights the importance of finding a balance between regular engagement and effective utilization of time and resources in the collaborative process.
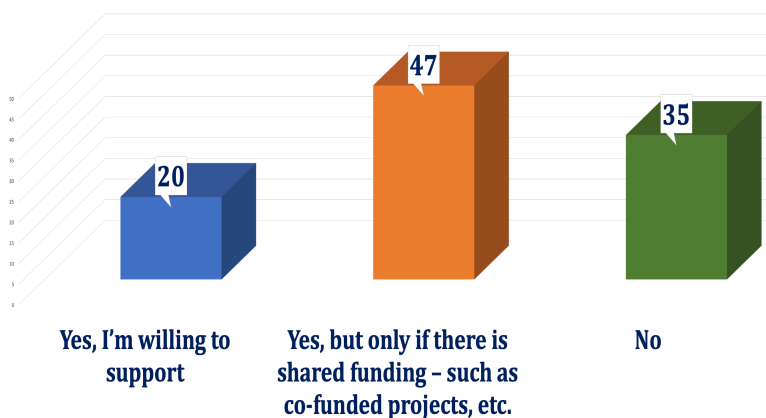
4. COLLABORATION FRAMEWORK

Question 4.5

Many respondents emphasized the importance of clear governance structures and decision-making processes such as commissions, collaborative groups, working groups, or boards comprising representatives from various stakeholders.

The involvement of personnel and the allocation of dedicated resources were highlighted as important factors for successful collaboration.

Effective communication was highlighted as a crucial factor for efficient collaboration. Communication channels mentioned included meetings, conferences, seminars, webinars, online conferences, and visits to industry sites.

Clusters and associations were also mentioned as valuable organizational structures for collaboration.

Collaboration on specific projects or joint initiatives was mentioned by several respondents as an effective way to work with external stakeholders.

Question 4.6

Yes, I'm willing to support	Yes, but only if there is shared funding – such as co-funded projects, etc.	No
20	47	35

Question 4.7

Question 4.7 sought examples of good practices focusing on sustainable collaboration on the skills agenda:

◊ Some respondents mentioned specific programs, initiatives, or projects that demonstrate effective collaboration. These examples include co-operative education and training programs, internship programs for students, consultation of private companies on curriculum development in universities, and national programs for IT prequalifications.

◊ Partnerships and collaborations between different stakeholders were also highlighted as good practices. Examples include collaborations with industry, consultants, trainers, and universities to foster common development and joint initiatives.

◊ In terms of international examples, the National Science Foundation centers in the United States and the CIFRE program in France were mentioned as effective instruments for collaboration and skills development.

◊ While some respondents did not provide specific examples, they expressed a belief that their own projects or collaborations within their clusters or organizations are good practices focusing on sustainable collaboration.
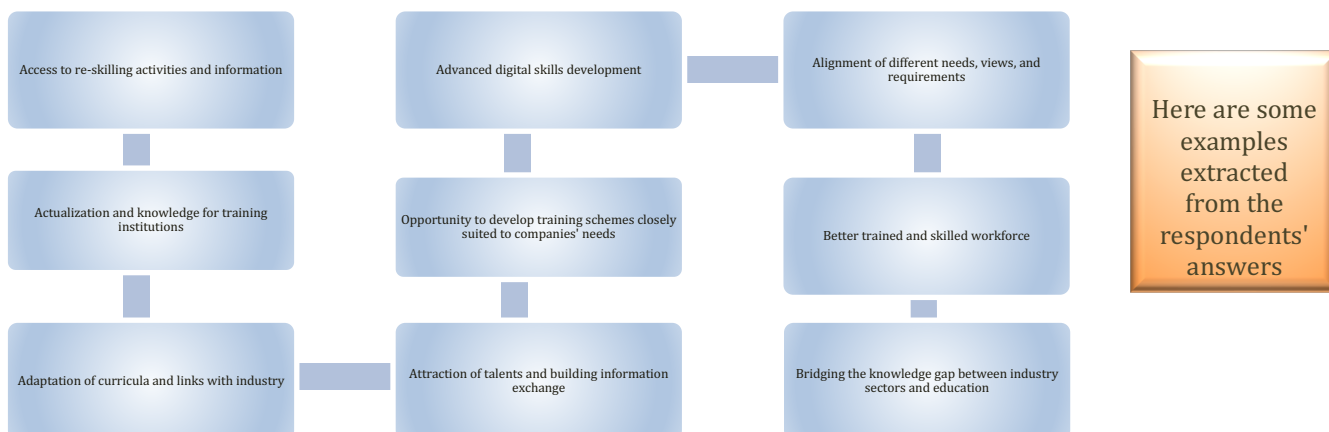
In conclusion: Regarding the best way or organizational structure for COLLABORATION FRAMEWORK with external stakeholders, the responses highlighted the importance of clear governance structures, inclusive decision-making processes, involvement of personnel, and effective communication. Suggestions included the establishment of clusters or working groups, joint initiatives, partnerships with industry and educational institutions, and the utilization of platforms and forums for collaboration. The emphasis was placed on creating a collaborative environment that allows for the efficient achievement of mutual objectives.
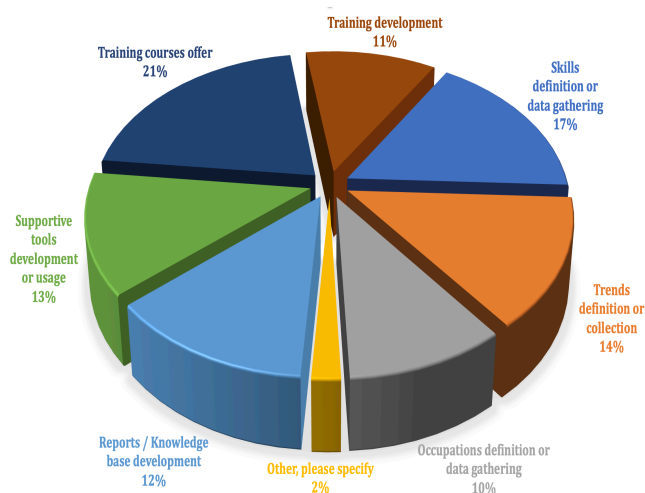
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5. COLLABORATION CHALLENGES and OUTCOMES

Question 5.1

The answers received in Question 5.1 highlight the numerous benefits and valuable outcomes of collaboration on the topics of skills development, skills intelligence, training development, and skills or job definitions.

Access to re-skilling activities and information	Advanced digital skills development	Alignment of different needs, views, and requirements
Actualization and knowledge for training institutions	Opportunity to develop training schemes closely suited to companies' needs	Better trained and skilled workforce
Adaptation of curricula and links with industry	Attraction of talents and building information exchange	Bridging the knowledge gap between industry sectors and education

Here are some examples extracted from the respondents' answers

Question 5.2

- Training development 11%
- Training courses offer 21%
- Skills definition or data gathering 17%
- Supportive tools development or usage 13%
- Trends definition or collection 14%
- Reports / Knowledge base development 12%
- Other, please specify 2%
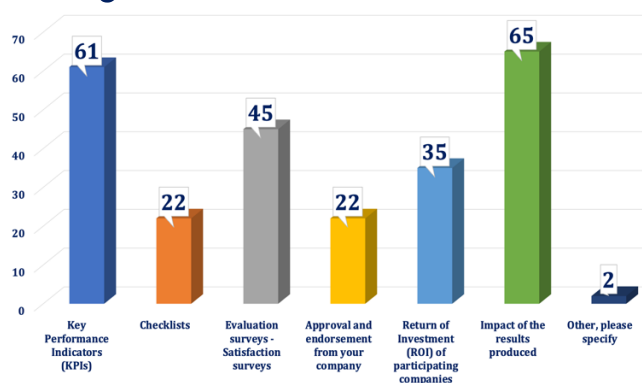- Occupations definition or data gathering 10%

Question 5.3

Based on the answers received for Question 5.3, the following interpretations can be made: Value and Importance, Adaptation to Trends, Knowledge Exchange, Training and Skill Development, Reports and Knowledge Base, Regional Support and Stakeholder Interests, Interest and Relevance, National Strategies.

Overall, in analysis of the answers that the collaboration outcomes mentioned in Question 5.2 and Question 5.3 are valued for their potential to enhance skills, adapt to trends, share knowledge, and support organizational growth and success. The responses highlight the diverse perspectives and interests of the survey participants, reflecting the wide range of benefits that collaboration can bring to different organizations and industries.

Question 5.4

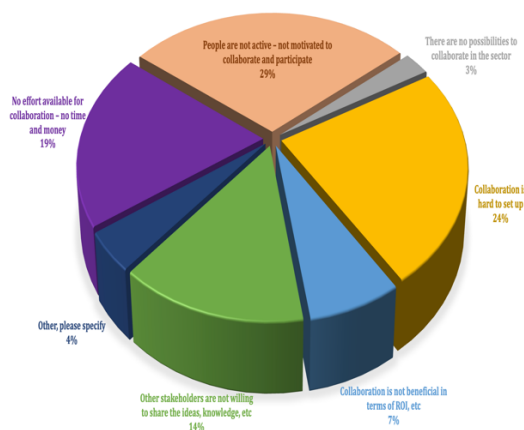| Key Performance Indicators (KPIs)	Checklists	Evaluation surveys - Satisfaction surveys	Approval and endorsement from your company	Return of Investment (ROI) of participating companies	Impact of the results produced	Other, please specify
61	22	45	22	35	65	2

Question 5.5

The answers highlight various factors that contribute to the evaluation process, such as consensus among all parties, the design and introduction of performance indicators, impact on society, clear definition of key performance indicators (KPIs), and the importance of evaluation surveys and satisfaction surveys . Respondents also emphasize the need for defined targets, the assessment of results, and the exchange of knowledge.

The analysis of the responses in Question 5.4 and Question 5.5 reveals that collaboration effectiveness and success should be measured and assessed through a combination of key factors.

5. COLLABORATION CHALLENGES and OUTCOMES

Question 5.6

People are not active – not motivated to collaborate and participate 29%

There are no possibilities to collaborate in the sector 3%

No effort available for collaboration - no time and money 19%

Collaboration is hard to set up 24%

Other, please specify 4%

Other stakeholders are not willing to share the ideas, knowledge, etc 14%

Collaboration is not beneficial in terms of ROI, etc 7%

Question 5.7

In Question 5.7, the comments provided by respondents highlight additional factors and perspectives related to collaboration challenges and risks. These include issues such as poor financial support, intellectual property concerns, difficulties in finding partners and gathering necessary information, time constraints, disengagement of partners, fear of sharing knowledge, and the need for leadership and coordination.

The analysis of the responses in Question 5.6 and Question 5.7 reveals a range of challenges and risks associated with collaboration. These include resource constraints, lack of motivation and participation, difficulty in setting up collaborations, limited opportunities in the sector, limited ROI, reluctance to share ideas and knowledge, and various operational and situational issues.

In conclusion: The responses to the questions in the COLLABORATION CHALLENGES and OUTCOMES chapter highlight the various challenges organizations face in collaboration, such as resource constraints, lack of motivation, difficulty in setting up collaborations, limited opportunities in the sector, and the risks involved. Overcoming these challenges requires addressing factors such as resource availability, motivation, open communication, and effective leadership. By doing so, organizations can enhance collaboration outcomes and mitigate associated risks.

Results

The survey findings provide valuable insights into various aspects of collaboration:

◊ In the "ABOUT THE RESPONDENT" chapter, we gained a better understanding of the respondents' backgrounds, expertise, and perspectives on collaboration. This information helps establish a diverse and knowledgeable pool of participants.

◊ In the "COLLABORATION NEEDS" chapter, the responses shed light on the specific requirements and expectations organizations have when it comes to collaboration. Areas such as knowledge exchange, innovation, access to resources, and networking emerged as key needs, highlighting the importance of collaboration for organizational growth and development.

◊ The "COLLABORATION FRAMEWORK" chapter revealed the preferred methods and platforms for collaboration. Digital tools, collaborative platforms, and face-to-face meetings were identified as effective means of communication and collaboration. These insights provide valuable guidance for organizations seeking to establish an efficient collaboration framework.

◊ The "COLLABORATION CHALLENGES and OUTCOMES" chapter highlighted the obstacles faced by organizations in collaboration and the desired outcomes. Challenges such as limited resources, lack of motivation, and difficulties in setting up collaborations were identified. However, organizations recognize the potential benefits, including improved ROI, impact, and knowledge sharing, that effective collaboration can bring.

In conclusion, the survey results highlight the role of collaboration in advancing green mobility initiatives. By fostering partnerships and sharing expertise, organizations can address identify challenges, leverage resources, and achieve sustainable and environmentally friendly solutions.Respondents emphasized the need for collaboration to drive innovation, knowledge sharing, and the implementation of effective green mobility strategies.

Collaboration emerges as a key driver for promoting green mobility and contributing to a more sustainable future.