



addressing automotive skills challenges



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The Industry's Vision

“ To take responsibility for, and to transform, the end-to-end skills system for the sector, enabling automotive employers to attract and develop the current and future skilled workforce that we need in order to compete globally. ”

The AIP Launch



[Video Link](#)

AIP – Partners



ASTON MARTIN



BENTLEY



BOSCH

DELPHI



HONDA
The Power of Dreams



SCHAEFFLER GROUP
AUTOMOTIVE



By 2020 the IP will deliver...

- *Work ready school leavers with an appetite to work in the sector*
- *7600 more apprentices recruited by OEMs and SMEs*
- *1700 more graduates choosing the Automotive sector for a career*
- *Upskilled workforce to meet the production challenges*
- *An educational infrastructure to meet the upcoming technological challenge*
- *A collective, representative voice for the sector*

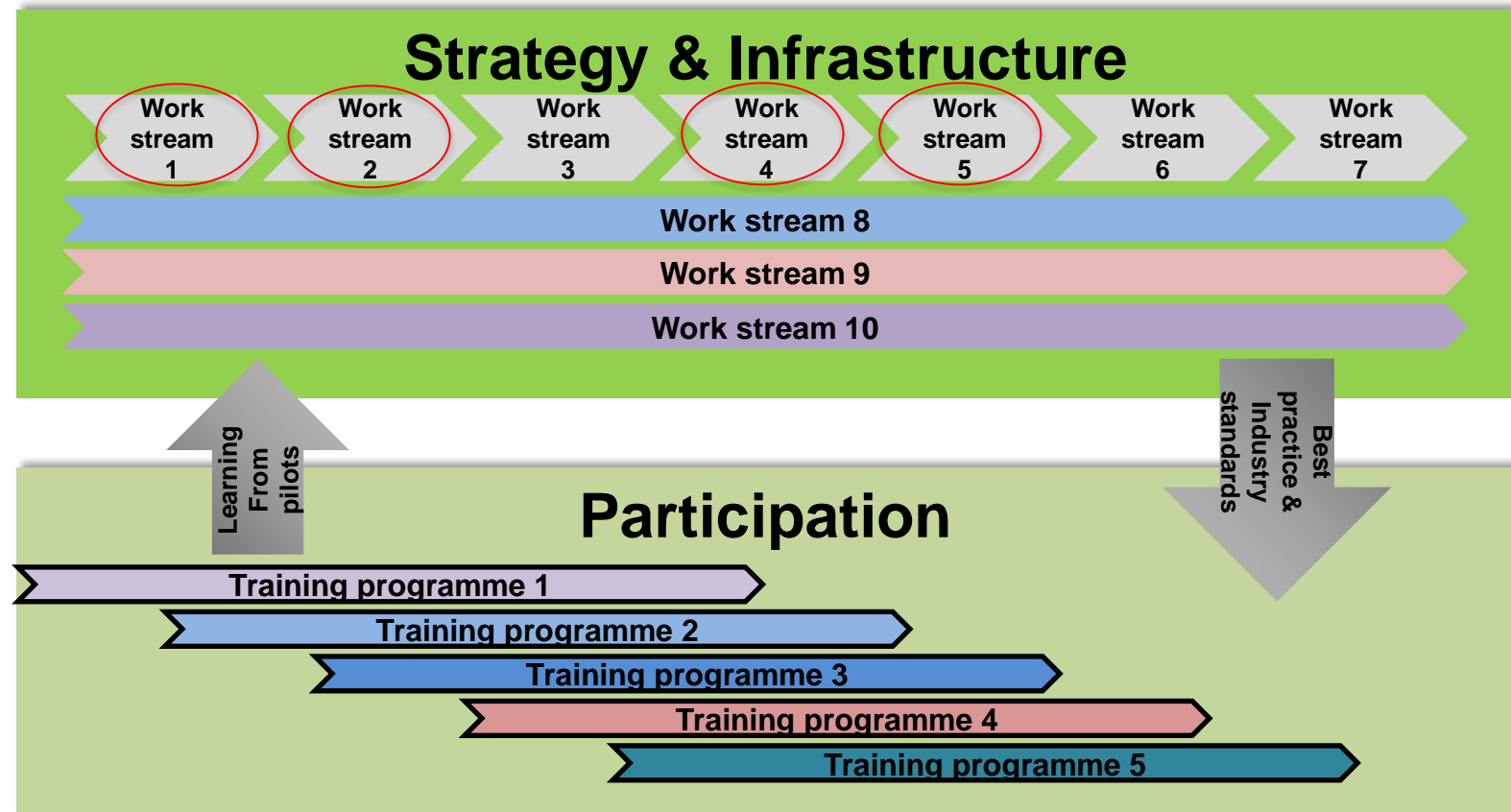
Benefits to the IP – Supply Chain

- *Improve your bottom line*
- *Build a relationship with the OEMs, their customers and your customers*
- *The OEMs want you to succeed so take advantage*
- *Skills solutions and investment for the sector by the sector*
- *Infrastructure funded by OEMs and Government*
- *Be part of something big for the sector*

Benefits of the IP to Supply Chain Companies

- *Solve your skills challenges and issues*
 - **Recruitment**
 - *Help you attract new entrants into your business (traineeships, apprenticeships, graduates, ex-forces)*
 - *Promote automotive sector as a valid career choice*
 - **Upskill**
 - *Industry developed programmes to upskill your existing workforce*
- *Problem Solving, Meister Pruefung, Leadership and Management*

The Industrial Partnership Bid



Work stream 1– Job families & job codes

- Development of an industry standard “jobs framework”. This would cover all job codes from L1-L8 across job families. Operations, Supply chain, Engineering etc. Incl. New roles required to support Auto IS technology stream
- Job description statements for each job role including outline roles & responsibilities, experience and qualifications required (where in existence could be corporate not national level)
- Mapping for each participant to understand how their corporate structure maps across to the industry structure.

Job Family	A group of jobs in the same general occupation		
Job Function	A more specific area within a family		
Job Category	Individual Contributor Series		Leadership Series
	Operational & Technical	Professional	Supervisors & Managers (2+ FTE)
Career Level	Level 1	Entry (Level 1)	Supervisor 1
	Level 2	Intermediate (Level 2)	Supervisor 2
	Level 3	Experienced (Level 3)	Manager 1
		Advanced (Level 4)	Manager 2
		Expert (Level 5)	Manager 3
			Manager 4



Job Title: Administrative Assistant

Company Name: [Redacted]

Location: [Redacted]

Position Type: [Redacted]

Job Description: [Redacted]

Duties: [Redacted]

Work stream 1

THE AUTOMOTIVE INDUSTRY JOB FRAMEWORK

Job Families:	Engineering (E)	Purchasing (PU)	Materials Planning & Logistics (MPL)	Quality (Q)	Manufacturing (MFG)
Definition:	Invents, researches, develops, designs, stimulates, controls, builds, tests, improves, validates, maintains and project manages: structures; machines; devices; systems; vehicles; components; materials; algorithms; and processes to required standards of quality, cost, timing, delivery and safety.	Sources suppliers and develops relationships to negotiate and buy goods, materials and services to meet the Company's operational requirements. This includes: supplier selection, tendering and cost estimating.	Determines how much and what type of materials and products to hold where in the supply chain which include: managing inventory control, warehouse, distribution and replenishment plans.	Guarantees the continual compliance of quality standards for products and processes to ensure component/vehicle reliability, consistency and safety.	Uses various processes and methods to transform raw materials, components and parts into finished goods/ vehicles for customers to required standards of quality, cost, delivery and safety.
Family Members: (Functions/ Departments)	Research / Design & Development / Programmes / Production Engineering	Procurement / Cost Estimating	Materials Planning / Capacity Planning / Logistics / Warehouse	Management Systems / Quality Assurance/ Supplier Quality / Operations /	Production/ Assembly / Tool Making / Maintenance / Lean Manufacturing
Levels:	Head Of/Technical Expert (E6)	Head Of (PU5)	Head Of (MPL6)	Head Of (Q5)	Head Of (MFG6)
	Manager/Principle Engineer (E5)	Manager (PU4)	Manager/Senior Planner (MPL5)	Supervisor / Manager (Q4)	Supervisor / Manager (MFG5)
	Section Lead/Senior Engineer (E4)	Section Lead / Senior Buyer or Engineer (PU3)	Section Lead / Planner (MPL4)	Auditor / Engineer (Q3)	Team Leader/Senior Technician (MFG4)
	Engineer (E3)	Buyer / Engineer (PU2)	Analyst (MPL3)	Co-ordinator / Technician (Q2)	Technician/Senior Operator (MFG3)
	Technician (E2)	Trainee (PU1)	Operator (MPL2)	Trainee (Q1)	Operator (MFG2)
	Trainee (E1)		Trainee (MPL1)		Trainee (MFG1)

Work stream 1

THE AUTOMOTIVE INDUSTRY JOB FRAMEWORK

Job Families:

Engineering (E)

Family Members: (Functions/ Departments)

- Research (RES)
- Design & Development (DES)
- Programmes (PRG)
- Production Engineering (PRE)

Career Levels: (Functions/ Departments)

- Head Of/Technical Expert (Level 6)
- Manager/Principle Engineer (Level 5)
- Section Lead/Senior Engineer (Level 4)
- Engineer (Level 3)
- Technician (Level 2)
- Trainee (Level 1)

Job Description: (Generic)

Job Description

Design Manager – Job Code: **EDES005**

Overall Purpose of Role:
XXXXXXXXXXXXXXXXXXXXXXXXXXXX
XXXXXXXX

Key Responsibilities:

- XXXXXXXXXXX
- XXXXXX
- XXXXXX

Skills and Attributes:

- XXXXX
- XXXXXXXXXXXXX
- XXXXXXXXXXXXX

Qualifications and Experience Levels:

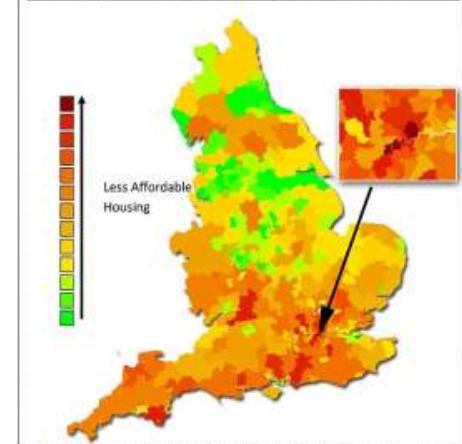
- XXXX
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Work stream 2 – Competence gap analysis

- Define heat maps by job family and job code showing the consensus view of the industry on hot spots. By job family and job code.
- Estimated scale of the need by job code and job family.
- Overview of key issues by job code and job family.
- Analysis of potential new skills required to support delivery of the Automotive Industrial strategy Technology elements.



Current Affordability of Housing In England (MOT Data)



Map showing the current level of affordability of property in England, calculated by measuring average prices against average earnings of residents

Work stream 2

Pilot - Current and Future Critical, Severe and High Recruitment Difficulties									
Ranking	Job Title	Job Code	North West	North East	Midlands	South East	South West	Reason	Action
1	Module Leader - Electrical	EPRG004			10			Volume Recruitment / Salary Issue / Competition for Talent in Market	Targetted Recruitment Campaign
2	Industrial Engineer	EPRE003			9			Specialist Skills Required / Competition for Talent in Market / Exhausted Market Supply	Broaden Recruitment Campaign globally / Targetted Recruitment Campaign / Taking on graduates / apprentices to train up
					?				
3	HMI Engineer	EDES003/4			6			Candidates seen not at correct skill level / Scarce Skill in UK / Lack of University Courses Specialising in this field.	Targetted Recruitment Campaign with Specialised Agency
					?				
4	Architecture Engineer	ERES003/4			5			Niche Specialist Skill Required	Targetted Recruitment Campaign
5	Infotainment Engineer	ERES004			5			Specialist Skill Required	
					?				

	Critical = Impacting the business now and affecting output/achievements. Vacancies have been open 6-12 months+
	Severe = Impacting business requiring others to cover role. Vacancies have been open 3 months.
	High = Will start to impact business if vacancies are not filled within the next 3-12 months.
	Future Priority = Will impact future business if vacancies are filled within the next 18 month to 3 Years.

Work stream 2

Pilot - Current and Future Critical, Severe and High Skills Shortages / Challenges										
Ranking	Skill	Skill Descriptor	Job Code	North West	North East	Midlands	South East	South West	Reason	Action being taken
1	Problem Solving / Route Cause Analysis	Six Sigma - Green Belt	QOPS003/4			29				Upskilling/training existing staff currently.
		Six Sigma	MFGMAN003/4 EPRE003/4 QOPS003/4			120			Growth of Business	Will upskill existing workforce with internal and external training. External provider possibly Capella.
2	Vendor Tooling	Plastic Injection Moulding / Foundry / Assembly / Powertrain / Rubber Technology / Asset Management	PUCE003/04			15			Skills not readily available in the UK Labour Market	Targetted Recruitment Campaign
						?				
3	Computer Aided Design	Structura FEA, NH, Aero (CFD), MatLab Slimlink Catia 5 & 6	EDES All Sub Families 03/04			?			New Technology	Technical Accreditation Scheme is being run by external university provider with qualifications up to degree level.
						?			New Technology	Technical Accreditation Scheme is being run by external university provider with qualifications up to degree level.
		Auto CAD				20				
						?				
4	Connectivity/Connected Car		EDES003/04			?			New Technology	
						?				
5	Programme Management / Project Management		EPRG004	?		?				Internal training programme for upskilling being run by external provider.

	Critical = Impacting the business now and affecting output/achievements
	Severe = Skills need to be addressed within the next 6-12 months
	High = Skills need to be addressed within the next 12-24 months
	Future Priority = Will impact future business and outputs/projects within the next 2-5+ years

Skills Survey – Participation and Promotion...

- *We need your help & support now please!*
 - *Maximise participation*
 - *Interviews and On-Line Survey*
 - *Warning! It's not a 5 minute Survey!*
 - *Confidentiality*