



# SKILLS DEVELOPMENT

## A JOINT EFFORT

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## CEAGA is a cluster organization which represents 100% of the Galician Automotive Sector

- More than 130 companies that cooperate and compete at the same time.
- Regional focus.
- **Training automotive professionals since 1998**



### Key figures of the Galician Automotive Sector (2019):



**24,400**

Direct employees

More than 51,000 total employees



**€9,700 million**  
of turnover



**€6,250 million**  
of exports

## “Lean Experts Development Plan”

- Launched in 2009 and still running.
- Developed by and for the Galician automotive industry.
- Close to 400 professionals from 44 companies trained.
- Professionals from other sectors and regions joining in recent years.



## Let's do the same for 4.0!



Lean deployment's key success factors vs Digital Transformation challenges:

- CEAGA companies' buy-in
- Cost-efficient action learning
- Tangible and quick results

...FoF? let us first save the factory of the present.

... so you want to use our last generation cobot!?

...1€ invested > 2€ savings...really?

1. INNOVATE>>>> Win-win cost-effective solutions for “clients” and “providers”.
2. SHARE>>>1 single “space 4.0” for all companies.
3. TEST BEFORE INVEST>>> [”Fit for the Factory of the Future”](#) .

**FIT4FoF**



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2. SHARE>>>1 single “space 4.0” for all companies.
3. TEST BEFORE INVEST>>> ”Fit for the Factory of the Future”.
4. INVOLVE ALL STAKEHOLDERS>>> companies, public sector, education institutions, future and current workers.
5. INTEGRATE OTHER SECTORS>>> Galician Industrial Digital Innovation Hub.
6. APPLY SEVERAL METHODOLOGIES>> mentoring, on the job training, on-line training, projects...

European, national and regional administrations' support is a must:

- ✓ Finance training programs' design & development.
- ✓ Increase the funded training cost/hour.
- ✓ Allow co-financing.
- ✓ Reduce bureaucracy.
- ✓ Use clusters and other intermediate bodies to ensure the instruments and funding reach the SMEs.



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