

Mapping the Skills Driving the Future of Mobility

Simona Jursová from VSB–Technical University of Ostrava explains how TRIEME’s new Skills Cards help connect technological change with the evolving roles and competences shaping Europe’s automotive sector

The Skills Cards are an innovative tool developed to map emerging and evolving professional profiles in the automotive sector, showing how roles are transforming in response to digitalisation, sustainability, and new business models. Created within TRIEME Work Package 3 (WP3) – Sectoral Skills Intelligence and Strategy, the initiative provides a strategic overview of current and future skills needs across the mobility ecosystem.

In this interview, we speak with **Simona Jursová**, researcher at VSB – Technical University of Ostrava (VSB–TUO) and a key contributor to the development of the TRIEME Skills Cards. She shares insights into the methodology behind the tool, its intended applications, and how it will help anticipate emerging skills and support the green and digital transition of Europe’s automotive sector.



Simona Jursová, VSB-YUO

What was the main motivation behind developing the TRIEME Skills Cards, and how do they contribute to understanding the transformation of the automotive workforce?

The main motivation behind developing the Skills Cards was to create a clear, practical, and forward-looking framework for understanding how the automotive workforce needs to evolve in response to the major transformations reshaping the industry. These changes mean that many existing roles are being redefined, while entirely new ones are emerging. Traditional occupational profiles no longer fully reflect the competences required in the future automotive world.

Our goal was to design the Skills Cards as a translation tool between technological and strategic changes in the sector and the human capabilities needed to implement them. The Skills Cards map emerging technologies to specific skills and competences, illustrating how the digital and green transitions translate into workforce needs. In doing so, they bridge the gap between today’s skills and tomorrow’s jobs, offering a structured and accessible overview of how roles are evolving – for example, from traditional mechanical engineering towards mechatronics, software integration, energy management, and new business models.

The Skills Cards are described as ‘structured reference documents’ aligned with EQF and ESCO. Could you explain the methodology behind their development and how WP3 ensured the accuracy and comparability of the results?

The Skills Cards were developed through a structured and collaborative process. The coordination of WP3 ensured that all partners followed a consistent methodology throughout the process. WP3 guided the harmonisation of terminology, alignment with European frameworks, and overall quality assurance.

At the outset, project reports were analysed through stakeholder surveys, document reviews, and workshops. This helped identify emerging job profiles in the automotive sector and the key competences associated with them. AI tools were then used to extract and organise these profiles and competences into a comprehensive competence matrix. Based on partner expertise, 30 Skills Cards were selected for development. Each partner used the matrix to describe specific job roles and their related competences.

To ensure consistency and alignment with European standards, the Skills Cards were harmonised in terms of structure and terminology, following frameworks such as the European Qualifications Framework (EQF) and ESCO. An EQF level was assigned to each job role, and Bloom’s Taxonomy was used to guide the formulation of competence levels. Where applicable, competences were cross-checked with ESCO and linked using official URIs.

Finally, the Skills Cards are undergoing a two-level review process. The first review by consortium partners has been completed, and the next phase will involve external stakeholders, who can access the [project website](#) to provide their feedback.



Mapping emerging roles and competences gives a clear picture of current and future skills needs across the automotive sector.

Work Package 3 focuses on sectoral skills intelligence and strategy. How does the work on the Skills Cards fit within WP3’s wider objectives and the overall TRIEME roadmap for the automotive ecosystem?

The development of the Skills Cards plays a central role in building sectoral skills intelligence and shaping the strategic roadmap for the automotive ecosystem. By identifying emerging job profiles and mapping their related competences, the Skills Cards provide a clear picture of current and future skills needs across the sector. This evidence base supports data-driven decision-making for education providers, companies, and policymakers, helping ensure that training and upskilling initiatives are aligned with industry transformation.

WP3 closely collaborates with other work packages to ensure coherence and complementarity. Insights from WP2 – focused on labour market trends and technology foresight – informed the selection of job profiles and competences. WP3 also worked with WP4 and WP5 to connect the Skills Cards with training design and pilot activities, ensuring their practical use and testing in real learning environments.

Once published, how do you envision stakeholders – such as companies, training providers, and policymakers – using the Skills Cards in practice?

The Skills Cards are designed to support a wide range of stakeholders across the automotive and education sectors. Companies can use them to identify key competences, adapt recruitment strategies, and plan training for future needs. Training providers, such as VET organisations and universities, can update curricula and design competence-based programmes that respond quickly to market changes. National agencies and policymakers can align education and training strategies with labour market priorities, while students, workers, and jobseekers can use the cards as a career guidance tool. In this way, the Skills Cards help build a more agile and future-ready workforce, capable of meeting the challenges of a rapidly changing mobility sector.

The current version of the Skills Cards is labelled as a draft. What kind of feedback are you hoping to receive from stakeholders, and how will this input shape the final versions and future updates?

We welcome feedback from all stakeholders on every aspect of the Skills Cards – from the clarity and relevance of job profiles to the accuracy and completeness of the described competences. Feedback on how well the cards reflect real industry needs, as well as suggestions for emerging skills or evolving roles, will be particularly valuable.

As I mentioned before, stakeholders can provide their input through the project website. Their contribution will help refine the current set of cards, ensuring they remain practical, up to date, and aligned with sector expectations. By engaging with stakeholders, WP3 aims to foster a continuous, collaborative improvement process, making the Skills Cards a living resource that evolves alongside the automotive sector.

We invite all interested partners and professionals to share their insights and help shape the future of skills development in Europe's automotive ecosystem.

As Europe's automotive sector faces rapid digital and green transformation, one message from Simona Jursová stands out: understanding and developing the right skills is key to navigating change. Tools like the TRIEME Skills Cards make it possible to anticipate evolving roles, support evidence-based training, and foster collaboration across companies, educators, and policymakers. By mapping the workforce of tomorrow today, the industry can build an agile, future-ready talent pool – ensuring not only adaptation, but leadership in the mobility transition.

Further Reading & Resources

The TRIEME Skills Cards can be accessed online.

👉 If you're reading this as a PDF, [click here](#) to explore the Skills Cards

📄 Reading in print? Visit: <https://project-trieme.eu/en/skillscards>