

ŠKODA



BOHDAN WOJNAR

BOARD MEMBER FOR HUMAN RESOURCES MANAGEMENT



Company Success Creates Record Employment

The ŠKODA AUTO Group provides over 28,500 jobs worldwide.

ŠKODA AUTO increased its permanent staff by almost 1,000 employees in the Czech Republic in 2015.

The company provides education to 2,000 young people and has significant projects in the field of social responsibility.

The high level of staff loyalty is reflected in the low attrition rate of 5% per annum (Ø sector: 12%).



120 Years of ŠKODA - Tradition, Appeal and Celebration of Our Shared Success

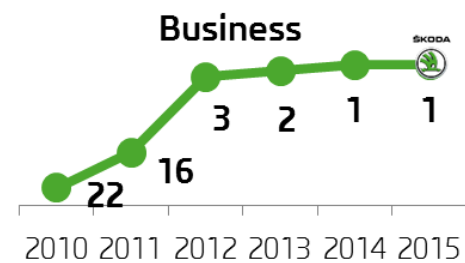
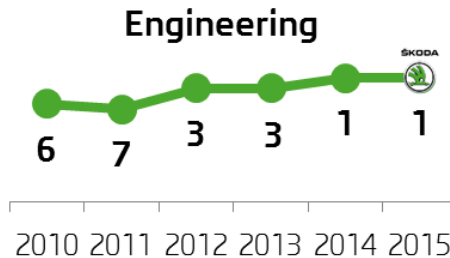


Employer's appeal surveys: Stable in the top positions

Trendence 2015

Engineering: 1st place

Business: 1st place





The Performance of the Company and Staff Has a Positive Effect on Remuneration

Employee **flexibility, high-quality** work and **commitment** are the **basic pillars of the brands competitiveness.**

The average wage of ŠKODA AUTO employees has increased since 2010 by **approx. 30%.**

The total value of bonus in 2015 reached **on average over 61,500 CZK.**

There is an **increase of bonus** for tariff employees **expected in 2016.**

Efficient **improvement scheme, with almost 29,000 improvement ideas** filed in 2015.



2016 Is Marked by Significant Growth of the Kvasiny Plant

Increasing the employees' **competences and qualifications.**

Significant growth in employment rate: **jobs for 2,000 people in 2016.**

Very attractive conditions **for permanent staff and agency workers.**





Increasing the Employment Rate Requires Ongoing Support from the State

Further improvement of **interregional cooperation of labor offices** during recruiting.

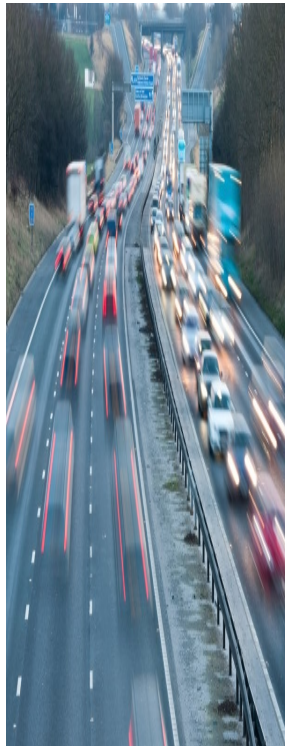
Supporting the **mobility of the workforce**, enabling **permanent relocation, employment of foreigners** in selected professions.

Public **industrial zone**, investments into **transport infrastructure** and necessary **development of surrounding municipalities** (education system, healthcare etc.).





The Industry Is Facing Extensive Changes



**New
technologies
and
innovations**



**Digitalisation
Industry 4.0
Internet of
things**



**Customer
behaviour**



**Growth centres
(Eastern
hemisphere)**



Environment



Electrification



**New competition
with new
business models**

„65 percent of today's students will have jobs which don't exist yet today“

U.S. Department of Labor Report

„Quick changes in employment as casual for Millennials: Ways how to prevent a nightmare for personnel officers“

Jeanne Meister, Partner with Future Workplace for Forbes 8/2012



Essential Task for the Future: Preparation for the Changing World of Work

Modernization and reconstruction of the Vocational School ŠKODA AUTO

- › **Infrastructure** for modern education
- › **Investments** carried out to date: **135 mil. CZK**
- › **New technologies**
 - › **3D printing**
 - › **CNC Centre**
 - › **Robotics** laboratory
 - › Laboratory for **alternative fuels**



Adult education

- › **New methods of education**
 - › **Virtual** classrooms
 - › **Simulations**
 - › **3D glasses**
 - › **Blended Learning**





We Grow Together with Our Employees

We **prepare** employees and the company as a whole for **future challenges**. We create an **open** and **innovative** company **culture**.

We create **new highly qualified and well-paid jobs**.

We are aware of our **social responsibility** and we implement **numerous charitable projects**.

We cooperate with our social partner – the **Trade Union KOVO**.



Thank you.





Disclaimer

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