



Employability Plan

ULMA Group

Continuous changes in technology, management and the environment in general will transform work spaces in the coming years.

To face these changes, improvements are needed in the employability of members of the ULMA Group. It is for this reason that ULMA has launched an internal process to encourage the training of members who do not have higher level vocational qualifications.

The objective of this employability plan is to facilitate the mobility of partners within ULMA and to ensure that all of us in the Group have a professional level that facilitates versatility and flexibility to respond to current and future productive changes arising in our markets.

With this scheme it is intended that partners with permanent employment contracts, under 50 years of age can

achieve a professional profile within 3 years in the specialisations of: Mechanical Manufacturing, Machinery and Industrial Equipment, Automation and Robotics, Welding, and Mechatronics and Materials.

In the first phase of the process, the professional profiles have been defined according to the needs of the Cooperatives, after which the experience and training of the interested persons will be collected and used to define customized training methods, with the numbers of hours required to achieve the profile defined in each case.

This plan is implemented in collaboration with the Miguel Altuna Institutua de

**program directed to:
permanent members
under 50 years of age
without advanced
professional training**



Bergara, using the experience recognition procedure of the Basque Government. In this way, scheme participants will obtain approved profiles, valid within the ULMA Group, with training and experience accreditation recognized through the recognition procedure of the Basque Government.

Registration for each course will depend on the hours that each person must dedicate to completing it. The registration cost may be recovered in its entirety, depending on attendance and use of the training received. For example, for a person who has positive results and full attendance, this training will be completely free.



JOSEBA MARTINEZ
Director of the Personnel Area
in the ULMA Group

"The employability plan arises from the evolution of work in Western economies and also in Euskadi.

Companies require people with more professional qualifications, who are more and more specialized. Consequently, in September 2017, the ULMA Group agreed that in order to become a permanent partner minimum profiles were necessary, in particular, a Higher Level Vocation Diploma (equivalent to FP2) in specific areas. In addition, an action plan was developed to increase the qualification of permanent members under the age of 50 who did not meet the profile at that time.

This Employability Plan seeks to increase their qualification, so that these

people can take advantage of new professional opportunities, and in the event of any new employment crisis, to consolidate possible relocations. In short, the ultimate goal of the plan is simply to provide the aforementioned partners better professional qualifications so that they can access better jobs and be better prepared to face a crisis".

PHASES OF THE PROCESS

