



## **ProfDRV**

**Professional driving – more than just driving!:  
Qualification requirements and vocational training  
for professional drivers in Europe**

Progress/Final Report

Public Part

## Project information

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## Executive Summary

Today the road freight and passenger transport sector provides jobs for more than 4.5 million EU-citizens and already since 1976 (Council Directive 76/914/EEC) professional driver training is considered to be a matter of European interest. During the past decades qualification requirements changed and increased fundamentally for professional drivers because of changes in work organisation, new technical standards, changing legal regulations, market requirements and work environments as well as a fast internationalization of the transport market. These developments contradict with the rather low level of professional qualification and a missing “learning” culture in the branch that characterises this occupation nearly all over Europe and leads, together with a mostly negative image of the sector, already today to an alarming shortage of qualified drivers who possess the qualifications required by employers. Because the qualification of professional drivers is considered to be an important factor regarding road safety with high relevance for all EU member states DG Energy and Transport introduced directive 2003/59/EC that regulates common basic and continuous training for professional drivers.

This is the overall context the project “*ProfDRV: Professional driving – more than just driving!*: Qualification requirements and vocational training for professional drivers in Europe” is engaged in.

This report provides information on the ProfDRV projects implementation after 15 months of project work. These months have been devoted to exploring the current landscape of professional driver qualification in the participating project countries and to laying grounds for the development of innovative solutions for professional driver training in future that equally consider different policy developments such as the implementation of the European Qualifications Framework and its learning outcomes approach, the introduction of directive 2003/59/EC on professional drivers qualification and the shortage of qualified professional drivers in Europe. The report contains information on the projects aims and objectives as well as on its overall implementation approach, on the already available project results and outcomes on the project consortium, the project steps planned for the upcoming 15 months of project work and the contribution the project makes to European policies.

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# 1. Project Objectives

Today the road freight and passenger transport sector provides jobs for more than 4.5 million EU-citizens and already since 1976 (Council Directive 76/914/EEC) professional driver training is considered to be a matter of European interest. During the past decades qualification requirements changed and increased fundamentally for professional drivers because of changes in work organisation, new technical standards, changing legal regulations, market requirements and work environments as well as a fast internationalization of the transport market. These developments contradict with the rather low level of professional qualification and a missing “learning” culture in the branch that characterises this occupation nearly all over Europe and leads, together with a mostly negative image of the sector, already today to an alarming shortage of qualified drivers who possess the qualifications required by employers. Because the qualification of professional drivers is considered to be an important factor regarding road safety with high relevance for all EU member states DG Energy and Transport introduced directive 2003/59/EC that regulates common basic and continuous training for professional drivers.

One of the major aspects the project intends to address is the assignment of directive 2003/59/EC as a European VET scheme to the EQF by drafting an EQF compatible core profile and by developing EQF compatible European educational standards to facilitate real comparability of national implementation approaches. So far the European directive on professional driver qualification uses an input oriented approach that was already in previous projects pointed out to be old fashioned especially when considering that it is a European VET scheme.

The shortage of professional drivers that meets the changed qualification requirements expressed by the transport industry is another need demonstrated in different scientific publications and targeted within this project. This need will be addressed by analysing the labour market qualification needs on professional drivers as well as by developing standards that are EQF compatible and reflect job requirements and the national realities (work reality and VET systems) and by comparing these findings and models with directive 2003/59/EC and the national implementation approaches.

Another aspect indirectly addressed with this project is the rather negative image of this occupation that was identified to be another cause for the shortage of professional drivers. The project intends to address one aspect of this negative image indirectly by exploring skills, knowledge and competencies necessary to perform competently in this occupation and by exploring possible career paths and

other retention means in order to show opportunities to make this occupation more attractive regarding the dimension of status through qualification and further development opportunities.

Therefore and in order to investigate further into this occupation with rapidly changing and increasing qualification requirements and an alarming shortage of qualified personnel, this project

- explores currently offered as well as with implementation of directive 2003/59/EC replaced or superseded VET opportunities for this occupation in the countries regarding the quantitative and qualitative impact and regarding their ability to increase road safety by decreasing the shortage of qualified professional drivers,
- defines a job/qualification profile for this occupation that describes skills, knowledge and competencies (compatible with the EQF) needed to perform competently in the workplace and therefore to create conditions for employability,
- drafts an EQF based set of educational standards for basic and continuous VET of professional drivers based on projects findings, current European VET developments and directive 2003/59/EC with a strong focus on labour market needs, on the characteristics of this occupation and on the facilitation of the lifelong learning and individual education pathways of persons working in this occupation,
- raises awareness for the qualification requirements necessary to perform competently in this job and
- draws conclusions from the projects findings for future attempts to develop directive 2003/59/EC further.

Furthermore this project makes a step into so far uncharted terrain because directive 2003/59/EC allows to keep record of strategies, effects and consequences from this attempt to introduce an EU-wide common VET scheme. Thus it is another objective of this project to look at this attempt from a scientific perspective and to research and to discuss this case.

## 2. Project Approach

In order to reach its aim and objectives the ProfDRV project applies a multidimensional approach that equally includes research, consultation with stakeholders and dialogue based development of innovative solutions. It furthermore includes the investigation of the current situation of professional driver qualification in Europe, the development of an EQF compatible profile for professional truck drivers based on drivers tasks and work processes, the drafting of standards for professional driver qualification in dialogue with stakeholders and the establishment of an exchange between bodies related to the policy areas education and transport at European and national level on the implementation of directive 2003/59/EC on professional driver qualification in Europe.

The overall project is therefore structured into the following elements:

### The exploration of vocational training schemes for professional drivers in Europe

WP 2 explores the landscape of vocational training schemes for professional drivers (incl. implementation approaches of directive 2003/59/EC) and analyses these schemes regarding their ability to address the shortage of qualified professional drivers in Europe and to increase road safety through the training they offer. Within the overall WP a strong research approach has been applied that used desk research and stakeholder interviews as its major basis.

### The development of a core profile for European professional drivers

WP 3 goes back to the tasks a professional driver has to fulfil and analysis the training needs that result from these tasks in order to perform competently on the workplace. Based on this analysis a core profile is developed that is defined in "skills", "knowledge" and "competences" in order to describe an EQF compatible qualification profile for professional driving. Within this WP also desk research has been implemented by considering different qualification profiles from Europe and Canada and a questionnaire survey has been conducted involving trainers, drivers and employers in order to investigate the tasks of professional drivers.

### The drafting of European educational standards for basic and continuous training

European educational standards for basic/initial and continuous/periodic training of professional drivers will be drafted based on the already available project results and - as far as possible - they will also be piloted by developing possible implementation scenarios. At this point in time the project partners draft standards on aspects such as recognition of non- and informal learning, quality assurance and assessment. Those will be further developed in dialogue with stakeholders in the participating countries.

### Transport meets Education

This workpackage intends to facilitate the transfer of the project findings from policy area education and training to policy area transport. In order to reach this a dialogue with and among decision makers and stakeholders from European and national level and from both policy areas will be initiated and as far as possible facilitated. This is encouraged by the implementation of a number of national workshops addressing

different groups of stakeholders such as VET providers, competent bodies, employers and social partners, as well as with an online community and a European workshop that will be implemented in November/December 2012 in Brussels (BE).

#### Exploring the implementation of directive 2003/59/EC

The implementation of directive 2003/59/EC as a unique attempt to introduce a common European vocational education and training scheme from the European level is documented and analysed within this 6th workpackage. A first version of this study is already available, but will be further developed and revised during the remaining course of the project.

#### External communication and dissemination of results

It is the intention of this workpackage to inform a wider public about the project and its results. The approaches applied reach from website, flyers and press releases, to virtual discussion forums, to stakeholder workshops implemented at national and regional level in the participating countries.

#### Project management and Quality assurance

The workpackages oversee the overall project in terms of project management and quality assurance. They include the organisation of regular project meeting, the development and monitoring of an overall project schedule, the management of the overall project reporting and the implementation of quality assurance measures.

### 3. Project Outcomes & Results

Major outcomes and results, so far, are:

- ["2003/59/EC – standardised Europe-wide initial and continuous vocational education and training for professional drivers: Strategies, consequences, opportunities and threats"](#), January 2012

This Case Study discusses the implications of an EU-introduced common VET-scheme considering the experiences made with directive 2003/59/EC on the initial qualification and periodic training of professional drivers. It further discusses instruments for harmonising educational policies within the Member States of the European Union by reflecting the development and implementation of directives in the EU in general and by reflecting other relevant directives and recommendations. In the ProfDRV-project the implementation of directive 2003/59 has been investigated in 7 different European countries. The project findings are analysed and discussed. Based on these findings conclusions and recommendations for the further development of directive 2003/59 and the development of directives that aim at introducing EU-common VET-schemes are drawn.

The article will be reviewed again based on the upcoming results of the ProfDRV project, it is therefore a draft version only that has been developed by 3s research laboratory (AT) as results of WP 6.

- ["Analysis of professional truck drivers tasks as basis for an EQF compatible profile: A summary and discussion of results"](#), December 2011

This report presents a summary and discussion of tasks analysis results on professional truck drivers tasks as basis for an European Qualifications Framework (EQF) compatible profile. Here, it presents further information on the starting point of this analysis, the results of a first research on professional driver qualification in Europe and other parts of the world, the methodical approach applied in order to elaborate professional drivers' tasks, the tasks analysis results and a discussion of the results as element of the ProfDRV project.

The task analysis has been implemented by the University of Erfurt (DE) in the framework of ProfDRV WP3.

- ["Professional driving a heterogeneous field"](#), August 2011

This paper intends to map the scope of the wide and heterogeneous term and occupation "professional driver" and proposes a typology of professional drivers appropriate for further discussion of this occupation within the ProfDRV project and in the context of vocational education and training. Different national education systems and approaches have been investigated in order to propose a common approach to distinguish between different groups of

professional drivers in terms of required qualifications. Based on these results and further consultation with professionals a typology has been proposed based on the criterion of service accomplished by the groups of drivers. The freight transport drivers group has been further elaborated for the purpose of the ProfDRV project in terms of possible specialisations within road freight transport.

The paper has been prepared in the framework of WP 3 "A core profile for European professional drivers" by the ProfDRV coordinator DEKRA. It contributes to further considerations within WP 3 and 4.

- **"The Study on the Shortage of Professional Drivers in Canada"**, August 2011

The paper provides the reader with an overview of the Canadian trucking industry and the issues that have and continue to impact the shortage of qualified drivers. It provides a historical look at the analysis of the industry going back to 1991 when the Government of Canada looked at the human resource challenges and opportunities of the industry. This study led to the establishment of the Canadian Trucking Human Resources Council in 1994. The paper also describes the work of the Council from the research conducted and the products and services developed to address the human resource challenges.

The paper has been prepared by the Canadian Trucking Human Resources Council in the context of WP 2 "VET schemes for professional drivers" as a contribution to the WP 2 and 4.

- **"VET means to approach the shortage of professional drivers in Europe"**, December 2011

This paper discusses VET possibilities to address the shortage of professional drivers in Europe based on a number of studies conducted worldwide on the driver shortage issue and on interviews conducted by the ProfDRV partners. It argues the necessity to develop and review training schemes based on the labour market needs, to open up career prospects for professional drivers in order to make the job more attractive for young people, to invest in retention and management of driver turnover and to integrate health and safety issues stronger into vocational education and training for drivers. Furthermore opportunities and limitations of European instruments such as EQF, ECVET and directive 2003/59/EC are discussed regarding their (possible) contribution to decreasing the driver shortage.

The paper has been prepared by DEKRA Akademie GmbH (DE) in the context of WP 2 "VET schemes for professional drivers" as a contribution to the WP 2 and 4.

- ["Methods and Assessment in Professional Driver Training"](#), December 2011

This ProfDRV paper on assessment and methods within initial and further education of professional driver describes differences and similarities in the partner countries and reflect on further developments and research demands in terms of training/teaching methods applied within professional driver training and in terms of assessment methods and tools. Furthermore the importance of a well defined quality management is discussed just as the necessity to focus methods and assessment on all three EQF categories "knowledge", "skills" and "competences" instead of limiting education and training to "knowledge" as it is the case mostly at the moment.

The paper has been prepared by Institut Technik und Bildung (DE) in the context of WP 2 "VET schemes for professional drivers" as a contribution to the WP 2 and 4.

- ["European findings on VET for professional drivers in Europe"](#), December 2011

The European findings summarise the major findings and conclusions drawn from the initial research undertaken within ProfDRV. It discusses the findings on directive 2003/59/EC with regard to the Europe 2020 strategy and draws conclusions on the directes implementation in this regard.

The paper has been elaborated by the ProfDRV partner VTL (NL) in the context of WP 2 "VET schemes for professional drivers" as a contribution to the WP 4 and 5.

- ["Vocational education and training schemes for professional drivers in Europe"](#), January 2012

This report presents the landscape of vocational education and training opportunities for professional drivers in the countries represented in the project and summarizes its scope of application as well as its acceptance and appraisal by stakeholders in the branch. Thereby, initial and continuous vocational education and training schemes are equally considered. Furthermore the paper dives deeper into the national implementation approaches of directive 2003/59/EC being the training schemes with the major impact on professional drivers' vocational qualification in Europe since it came into effect. It describes these implementation approaches, highlights commonalities and differences and puts them into relation with the national vocational education and training systems and, if applicable, parallel VET schemes for professional drivers in the researched countries. Finally the paper displays already existing or emerging interfaces between professional driver qualification in the investigated countries and the European Qualifications Frameworks.

The paper has been developed by DEKRA and VTL in the framework of WP 2 on the current status of professional driver training in Europe and serves as resource for the WPs 4 and 6.

- **Country case studies on the implementation of directive 2003/59/EC in selected countries**, June - August 2011
  - [Country case study Austria](#), prepared by 3s research laboratory (AT)
  - [Country case study Germany](#), prepared by DEKRA Akademie GmbH (DE)
  - [Country case study Hungary](#), prepared by DEKRA Hungary (HU)
  - [Country case study Italy](#), prepared by Tk Formazione (IT)
  - [Country case study The Netherlands](#), prepared by VTL (NL)
  - [Country case study Spain](#), prepared by ASIMAG (ES)
  - [Country case study United Kingdom](#), prepared by FTA (UK)

All reports and studies are available on the ProfDRV project website ([www.project-profdrv.eu](http://www.project-profdrv.eu)) within the Downloads section.

The following outcomes/ results have been produced/ developed for dissemination purposes:

- A **project website** at [www.project-profdrv.eu](http://www.project-profdrv.eu)
- **Project facebook sites** primarily targeting drivers and their trainers in, so far, three languages:
  - \_EN - [www.facebook.com/pages/ProfDRV\\_EN/352963398053819?sk=wall](http://www.facebook.com/pages/ProfDRV_EN/352963398053819?sk=wall)
  - \_DE - [www.facebook.com/ProfDRV](http://www.facebook.com/ProfDRV)
  - \_IT - [www.facebook.com/pages/ProfDRV-Guidare-professionalmente-con-una-marcia-in-pi%C3%B9/296327947070367](http://www.facebook.com/pages/ProfDRV-Guidare-professionalmente-con-una-marcia-in-pi%C3%B9/296327947070367)\_(the Hungarian site is under construction)
- **An online community at LinkedIn** ([http://www.linkedin.com/groups/ProfDRV-4136380?gid=4136380&trk=hb\\_side\\_g](http://www.linkedin.com/groups/ProfDRV-4136380?gid=4136380&trk=hb_side_g))
- A **project flyer**
- A quarterly **project newsletter** (1<sup>st</sup> issue is about to be published)

## 4. Partnership

The project is implemented by a trans-disciplinary partnership representing different areas of expertise for the implementation of the overall ProfDRV workplan and major key players with regard to professional driver qualification in Europe.

The ProfDRV partnership is therefore composed of vocational education and training providers, competent bodies, associations, research institutes and a publishing company based in seven (+3) European countries and Canada:

- [DEKRA Akademie GmbH](#), DE  
DEKRA Akademie GmbH is the project coordinator in charge of overseeing and leading the overall project implementation. As coordinator they are in charge of supporting all WP leaders in their work, ensuring interfaces between the WPs as well as of the overall project monitoring and quality assurance. They are in addition contributing the German perspective to the project.
- [ASIMAG](#), ES  
An organisation providing with many years of experience in the implementation of European projects and professional driver training. They contribute the Spanish situation and perspective to the project.
- [DEKRA Akademie Kft.](#), HU  
An organisation implementing training for professional drivers in Hungary. They contribute the Hungarian situation and perspective to the project.
- [Tk Formazione Srl](#), IT  
TKF is an adult education provider providing training in different areas of education. They are contributing the Italian perspective to the project.
- [Freight Transport Association](#), GB  
FTA is a trade organisation. Due to their special expertise they are in charge of the implementation of the European exploitation activities in the project and contribute the UK perspective and situation to the project.
- [VTL](#), NL  
VTL is the Dutch centre of knowledge and expertise for the transport and logistics sector. Due to their experiences with professional driver training Europe-wide they are leading the implementation of the WP on the current status of professional driver training. In addition they are contributing the Dutch perspective and situation to the project.
- [3s research laboratory](#), AT  
A research institute specialised in European education research incl. EQF and ECVET. They are in charge of providing the Austrian perspective on the project topics and research the implementation of directive 2003/59/EC as a unique case of a VET scheme introduced from the European level and implemented Europe wide.

- [University of Bremen ITB](#), DE  
The Institut Technik und Bildung of the Bremen University has a specialisation in European Vocational Education and Training. They are leading the development of possible standards for the implementation of European directive 2003/59/EC.
- [University of Erfurt](#), DE  
The University of Erfurt contributes its special expertise with regard to task analysis and instructional design by leading the development of an EQF compatible profile based on drivers actual tasks.
- [EuroTransportMedia](#), DE  
ETM is a publisher with specialisation in transport topics. They are in charge of the overall dissemination work within the project.
- [Canadian Trucking Human Resources Council](#), CA  
The CTHRC boasts many years of expertise in the development and promotion of educational standards, career pathways and research with regard to professional driver qualification. Their work done in Canada can be considered as the basis for the ProfDRV project approach. They are providing their experiences and expertise gained in Canada to the project.

Furthermore the project is supported by a number of associated partners, who contribute their support in general and their specific expertise when need arises:

- AFT-IFTIM, FR
- CNA Toscana, IT
- FIOH, FI
- TYA, SE
- Ver.di, DE

and, due to the involvement of a number of ProfDRV partners, a cooperation has been established between the ProfDRV project and the European Transport Training Association (EuroTra – [www.eurotra.org](http://www.eurotra.org)).

## 5. Plans for the Future

While the first project half primarily focused on the exploration of the current situation and on laying grounds for the development of the EQF compatible profile and the standards to be proposed by the project consortium, the second project part will be devoted to the actual development of the EQF compatible profile and the related standards for professional driver qualification based on directive 2003/59/EC in Europe and to the facilitation of dialogue between bodies coming from the concerned policy areas transport and education.

The following steps will be primarily implemented during the second project half:

- Finalisation of the EQF compatible profile based on the already available task analysis results

During the first project half a task analysis has been conducted by the project partners. Based on these results an EQF compatible profile for professional truck drivers is currently developed within the partnership and under consultation with specialised organisations such as FIOH on the topic of occupational health and safety. Once the profile draft is finalised it will be presented to and discussed with stakeholders in the participating countries as part of the standards draft that are also currently developed.

- The development the EQF compatible standards in close dialogue with stakeholders and key players in the field

Just as the EQF compatible profile the first draft of the “educational standards” are currently prepared by the partnership. They are primarily based on the projects findings from the first project months that are already publicly available. The discussion results so far propose a strong quality in VET component for the development of these standards that is currently further investigated by the partners. Once the draft standards are available, they will be reviewed together with stakeholders and experts regarding their applicability in the different national contexts and with regard to the EQFs requirements, their strength, weaknesses, opportunities and possible obstacles.

- The testing of these drafted standards for the different national systems and realities

Since actual real testing of such standards is not possible, the ProfDRV project partners will based on the finally proposed standards and together with the input received from the stakeholders and experts develop national implementation scenarios outlining implementation possibilities within the national environment, the possible impact and effects of the standards at national level and the needs for change.

- The establishment of a dialogue among stakeholders about the projects results and their possible impact on policy and practice

For this dialogue the overall project results will be reviewed in order to serve the needs and special interests of the stakeholders concerned by and addressed with the major project results. Special attention will be paid to bridging the different points of views and backgrounds of these stakeholders

coming from education, the transport industry, public bodies and related policy areas. The dialogue will be established based on national workshops, a European workshop and continuous individual dialogue of the project partners with the different groups of stakeholders. Therefore also additional tools for dissemination will be introduced during the second project half such as a regular project newsletter. However, grounds have already been laid for this dialogue during the interview rounds implemented so far by the project partners. The projects approach to combine EQF and directive 2003/59/EC has been perceived with high interest by the majority of stakeholders approached in this context.

## 6. Contribution to EU policies

It is the project approach to combine two European policy areas that have not yet been combined: the European Qualifications Framework and its implementation in Europe and directive 2003/59/EC on the qualification of professional drivers. But also the “New skills for New jobs” initiative plays a crucial role within the project due to the overall characteristics of the occupation professional driving and especially the alarming shortage of qualified professional drivers in Europe. This combination of initiatives and policy areas already received a lot of recognition by stakeholders and experts concerned with professional driver qualification at national level and during the overall course of the project.

The already existing research and development results provide a rather comprehensive overview about this combination of aspects. They propose and discuss:

- vocational education and training means to approach the shortage of qualified professional drivers,
- the implementation of directive 2003/59/EC from a vocational education and training perspective and with regard to the original aims of the directive,
- possible solutions for the encountered obstacles offered by the EQFs overall approach to make qualifications comparable via their learning outcomes and
- a basis for an EQF compatible profile for professional truck drivers that meets labour market needs and requirements.

Together with the upcoming project results (the EQF compatible profile for professional drivers and the draft standards for professional driver training in the framework of directive 2003/59/EC) the project will therefore provide a whole set of background information, conclusions and innovative solutions and recommendations for further steps in the implementation of directive 2003/59/EC based on and under special consideration of the European Qualification Frameworks overall approach and with a strong focus on addressing the shortage of professional truck drivers in Europe with labour market oriented vocational education and training.

