



SUSTAINABLE DEVELOPMENT

Human Resources (HR) development

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For Škoda Auto, the area of education and development of the professional, technical and personal skills and qualities of each employee is key to securing the long-term development of the company's business operations. Education and shaping of working abilities are in our company becoming a lifelong process with the objective to prepare all the employees in such a manner as for them to be ready at any moment to respond to new tasks.

In today's competitive environment, only a company that permanently and systematically devotes attention to the education and development of its employees can survive. State of the art technology, continuous innovation, but also top quality performance on the part of the employees are the precondition for the success of Škoda Auto.

Škoda Auto also makes substantial investments in educational activities, which are targeted at pupils and students. To this purpose, the company uses an own vocational training school that prepares future technical employees and the university, which offers the accredited study program Economics and management at bachelor's and newly also master's level.

Adult education

Adult education offers a wide spectrum of educational activities, which support the employees in their individual development and comply with the company strategy. Besides standard offers, the latest trend is realisation of educational programs "tailored to measure", which are created based on the requirements of the executives of the individual organisational units. This trend is the basis for strengthening of the efficiency of education in the company.

For support of education and its greater flexibility, the company has also introduced e-learning.

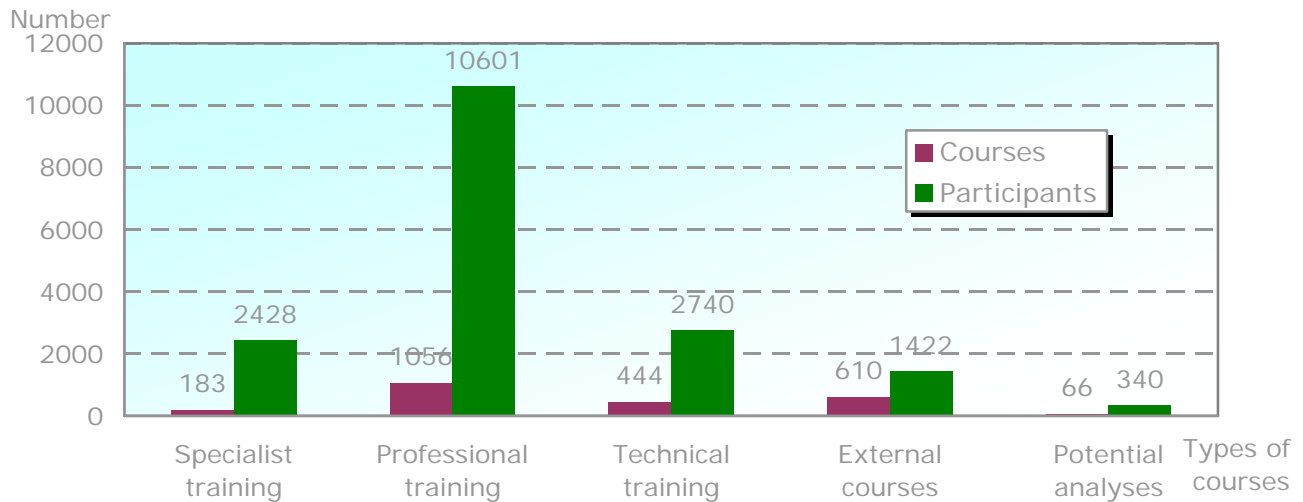


In 2005, the company realised more than 2300 educational courses, which were attended by 17500 company employees. The detailed breakdown of the individual types is shown in the following graph.



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Graph: Total number of realised courses and employees trained in 2005



Professional training of secondary school students

Škoda Auto operates an own Secondary Engineering Vocational Schools and a Vocational School, which prepare students in 4-year training programs and 3-year theory in mechanical and electrical engineering for the requirements of the company.

For the graduates of the 3-year theory programs from the ranks of the vocational school students, Škoda Auto organises an additional study program in the form of standard day studies or distance learning.

The structure of curricular and study branches and the number of students in the individual branches are set according to the requirements and needs of Škoda Auto.

Škoda Auto College

Škoda Auto College celebrated its fifth anniversary in 2005. Within the scope of the study program Economics and management, the college offers a bachelor's degree in the following fields:

- Business Economics and Marketing Management
- Business Economics and Operation Management

Studies may be accomplished full time or in a combined (distance) form, which is suitable mainly to raise qualifications of the current employees. For the 2005/2006 academic year, 320 candidates participated in the admission proceedings and almost a third of them were admitted to the first year. The college currently has a total of 420 students from all over the Czech Republic and from abroad in all years, of which more than half selected just the combined form of study.



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Study is targeted, not only at the essential pensum of professional knowledge, but also acquisition of practical experience and skills by the students and is also adapted to the real requirements of future employers. For this reason, the study programme includes obligatory apprenticeship during which the students work in Škoda Auto, in the supplier firms and have a possibility to also participate in exchange attachment programmes within the whole concern.

In autumn 2005, Škoda Auto College got accreditation for the master's programme and has thus become one of few private colleges in the Czech Republic that offer complex university education at bachelor's and master's level. At this level, it will be possible from 2006 to annually admit 60 students to the following branches:

- Global business and corporate financial management
- Global Business and Marketing
- Business Economics and Operation Management



Graduates 2004

Co-operation with the universities

Škoda Auto co-operates with major universities, not only in the Czech Republic, but successfully also establishes co-operation with other university centres in Europe and elsewhere in the world. The spectrum of relations with the universities is very wide, from student attachments, co-operation in the assignment and management theses, attachment of doctorate students in the company to targeted support of the educational activities of the universities and the good ideas of their students.

Another highly progressively developing form of co-operation is also professional and scientific co-operation between the university centres and individual professional departments of the company targeted at exchange of know-how, experience and solution of concrete technical or research problems in project form.

Within the framework of modernisation and modification of the study of technical branches at some universities in the Czech Republic, Škoda Auto is a partner in several projects under the HR Development Operational Programme supported by the EU. These projects should make it possible for the students to improve the quality of their studies via closer link of theoretical learning with the practical requirements and know how of industrial companies.

HR development of the carriers of management potential



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The HR development programs are already targeted at university students and graduates. The objective of these programs is to identify, harness and support talented young professionals with a management potential – university students and graduates mainly from the technical and economic branches. The adaptation programmes JUST-Pool and Trainee Program serve as a tool for the personal development of talents, in which the university students and graduates get acquainted with the company and its function, acquire the first practical experience and have an opportunity to prepare for take-over of tasks in Škoda Auto.

Škoda Auto in compliance with the corporate philosophy trains and long-term develops future managers mainly using own resources. The employees with defined potential for management functions are educated and developed according to the structured program, which is targeted at development of specialist competencies and supported through participation in international projects.

The Škoda Auto managers are afforded additional personal development and also participation in so-called on-/off-the-job activities at home and abroad.

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