

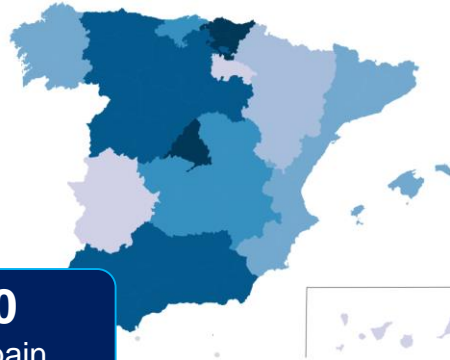
International Drivers Certification

An innovative step for Transport Industry

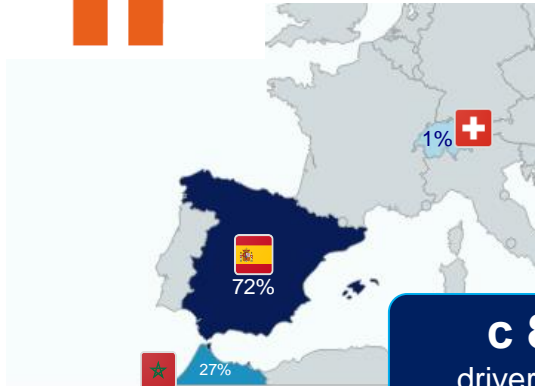
ALSA's experience



c 6.000
drivers in Spain



4,24%
employees under 30



c 8.300
drivers in ALSA

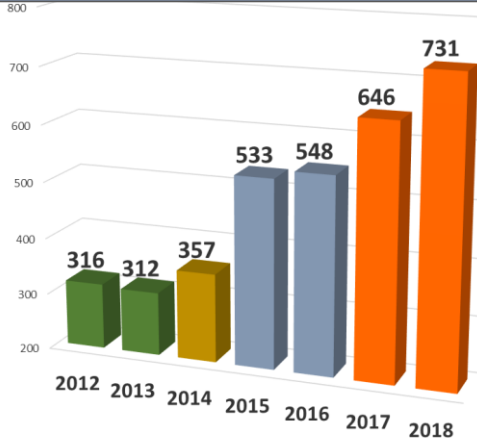


13,96%
of our employees are women

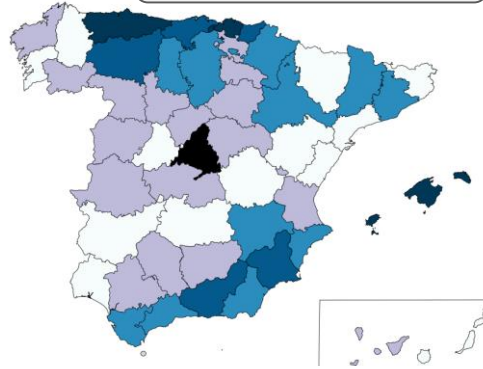


Recruitment & Training efforts in a driver's mortgage scenario

Drivers recruited and hired



Distribution in 2018



8 courses for drivers

86 students

37 students hired (43%)



160 Disabled drivers recruited

**44 pass selection (28%)
38 hired (86%)**



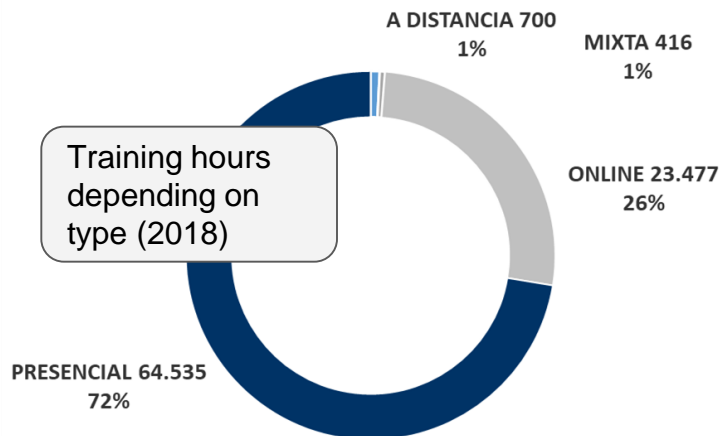
490 of our drivers (5,7%) are women

52,766 people have the D license in Spain, 24% are women

Fuente: Censo de conductores 2018 (DGT)

11.540 students

89.128 hours



Mobile simulator classroom



4 simulator classrooms

1 complete simulator

3 simulation computers

15 tablets for students

>400 km of simulated roads

Oviedo

El Espinar. Segovia

Marrakech

Agadir



- Recognizes the value of informal learning and training. The certification is **available for every driver**, independently of their learning path.
- Recognizes that leading companies have **trainers and evaluators** of drivers that are qualified for the accreditation process.
- **Innovation** gives companies an edge in penetrating markets faster and provides a better connection to developing markets.
- Recognizes the **safety** of our operations.
- Will positively impact **bus driver's status** in our society.
- Improved brand recognition and value will impact **customer trust**.
- Will add **value with administrations**.

Where does the certification stand?

COMPETENCE
LEVEL

KNOWLEDGE

SKILLS

EXCEPTIONAL
SITUATIONS

Driving license

Fit for solo driving

Expert driver

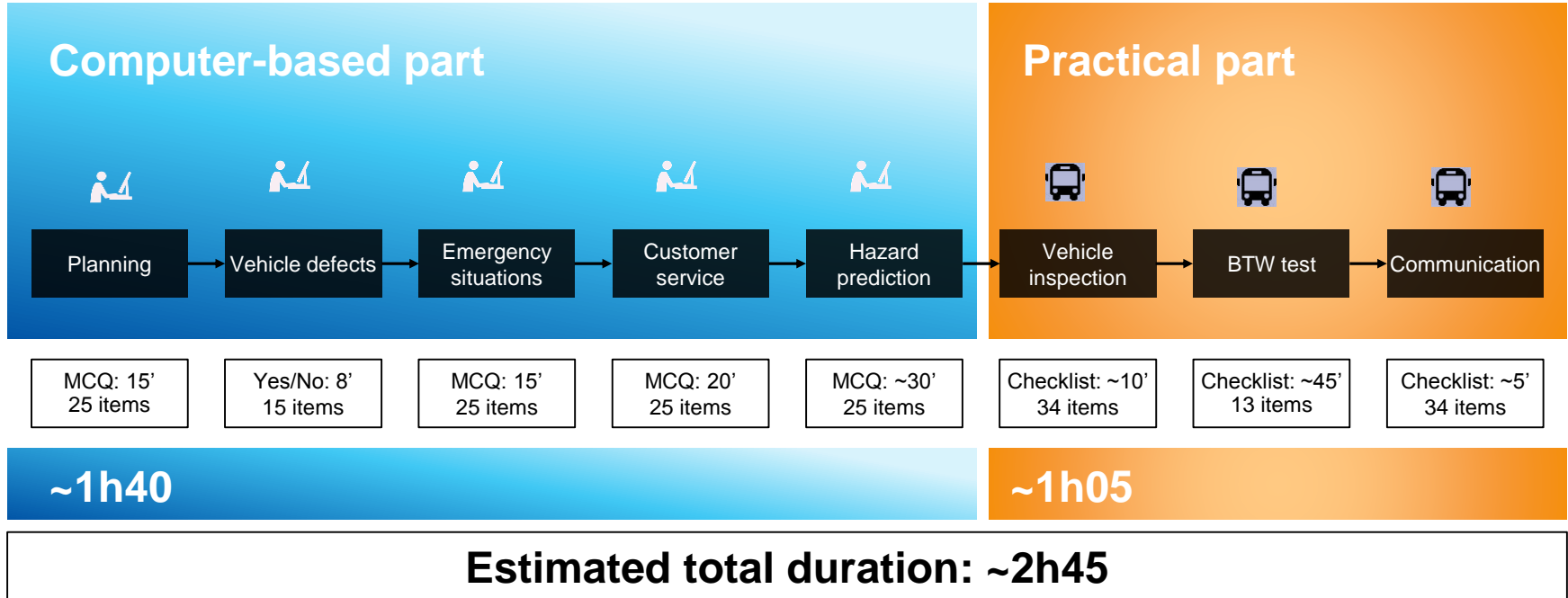
driving school training

induction training

experience, coaching,
continuous training

TIME





- Test our drivers in Spain using the accreditation model according to our needs (500 drivers every year)
- Adapt the system to other countries in which we operate
- Collaborate with IRU as a certified accreditation centre for third parties (private companies and public bodies)
- Innovate by using simulators and augmented reality
- Use IRU accreditation for evaluating drivers in new projects (merge & acquisition)

