

# Careers, Employment, Training, Recruitment and Education

## A stable population despite labour shortages

The number of repair workshops has not fallen in recent years, and the automotive repair sector remains a dynamic business, serving a constantly growing parc (more than 41.2 million cars and 6 million light commercial vehicles in France in 2024).

**83.000**  
CAR REPAIR  
mechanical and  
bodywork  
companies

The automotive maintenance

**219,000**

professionals

whose needs for assistance continue to grow as technology develops and human demands increase.

The people who make up the automotive repair sector are part of the automotive services industry

**540,000**

professionals\*

467,558 employees and  
70,000 self-employed workers  
170,239 companies

\* Source: ANFA, Régioscope 2024

## HARD-TO-ADDRESS LABOUR SHORTAGES

The economic crisis of 2008-2014 led to a sharp drop in demand for apprentices in the automotive repair sector. Ten years later, in 2024 and more generally since 2020, there has been a very marked drop in the number of experienced professionals, both unskilled and skilled technicians. This is primarily a demographic phenomenon that affects all aftermarket professionals. Added to this is the ageing of the vehicle fleet, and the maintenance of a dynamic second-hand market, leading to increased labour requirements. The recruitment shortage was particularly problematic in 2024. It led to an increase in salaries owing to employees moving from one company to another for better pay.

To make up for this shortage, the industry has begun recruiting apprentices again:

**71,282** young people

were undergoing training in the specific areas of the automotive services sector

+ 3% Vs 2023 / + 30% Vs 2017

Work-study programmes account for

**57%**

of all qualification acquisition methods

+ 6.2% in 2024

Young people are increasingly attracted to automotive apprenticeships. It is still vital for professionals and the training world to pursue long-term efforts to raise awareness of these professions and how they are developing.

14-18 OCT. 2025 | PARIS EXPO PORTE DE VERSAILLES

**TALENT VILLAGE**

EQUIP AUTO PARIS

EQUIP AUTO Paris 2025 will be rolling out the red carpet to young people in education and to the industry's training colleges, in the 'Talent Village.'





## Ever-increasing training needs

**20,000**  
companies

made use of at least one vocational training course in 2023, according to ANFA (Association Nationale de la Formation Automobile, the latest statistics available)

of which **25%**  
of all 83,000 automotive  
maintenance companies

**100,000**  
employees trained in 2022

+ 14% Vs 2021,  
representing more than a third of  
the total population

This means that, on average, every employee receives training every three years. Training programmes are on the increase, but are still considered insufficient in view of all the changes facing the automotive maintenance industry. The gradual spread of hybrid training courses (combining distance assessment and a mix of face-to-face and distance learning), the splitting up of courses, and the rapid adaptation of training programmes to the needs of workshops, are all essential to ensure that the profession continues to upskill its workers.



## A greater need for support

**The role of repair networks has become an essential added value for the repair world.**

The major repair chains (e.g. Garage AD Expert, Top Garage, Precisium Garage) and body shops (e.g. Five Star, Axial, Acoat Selected) supply their members with essential training programmes and tools, training academies, curricula created in partnership with schools, and programmes designed in conjunction with vocational training providers.

This is one of the major reasons for the growth of repair networks in France.

EQUIP AUTO Paris 2025 has placed strategic importance on the exposure of automotive distribution and maintenance chains at the show.