LKQ Europe reveals five skills priorities shaping the future of independent vehicle repair

16. November 2026

New Future-Ready Workshop report combines LKQ Academy experience with research involving more than 4,300 independent workshops across Europe.

Zug, Switzerland. LKQ Europe has identified five skills priorities that will shape the future competitiveness of independent vehicle repairers, as new research reveals that almost one in four workshops sees staff training as one of its biggest challenges in the coming years.

The findings are published in *The Future-Ready Workshop*, a new report combining LKQ Academy's experience of training more than 110,000 automotive professionals across Europe with its Voice of the Customer research involving 4,331 workshops in six European markets.

It shows how repair skills are broadening beyond electrification and advanced diagnostics to cybersecurity and connected vehicles, while business management and continuous development are becoming increasingly important.

The five priorities identified by LKQ Europe are:

1. **Make electrification part of the core skills base.** EV and hybrid is LKQ Academy's fastest-growing training area, with courses accounting for around one in five LKQ Academy training seats across Europe since 2024. LKQ has now trained 24,000 technicians in EV and hybrid skills, fulfilling its pledge under the EU's Mobility Transition Pathway, and is on track to go beyond that figure. Workshops need to develop the level of capability appropriate to their local vehicle parc, customer base and future ambitions.
2. **Build diagnostic thinkers, not just technical specialists.** As vehicle systems become increasingly interconnected, technicians need to combine component knowledge with data interpretation, repair information and practical diagnostic reasoning. Diagnostics and troubleshooting ranked first among four technical training priorities in five of the six markets surveyed.
3. **Start building tomorrow's capabilities today.** LKQ Academy is seeing emerging demand for skills relating to cybersecurity, connected vehicles, software-defined vehicle architectures and access to repair and maintenance information. Workshops need to understand which technologies are likely to affect their businesses and begin preparing accordingly.
4. **Invest in the skills behind the business.** Across Europe, around 8,000 garage owners and workshop managers have participated in LKQ

Academy's business-focused programs, while Business Management is now its sixth most purchased training category. Leadership, productivity, customer experience and commercial management are increasingly important alongside technical expertise.

5. **Make learning continuous.** With vehicle technology and repair requirements constantly evolving, workshops need to make skills planning an ongoing part of business management rather than treating training as a one-off investment.

Domenico Ferrara, Head of LKQ Academy at LKQ Europe, said: "Across Europe, LKQ Academy is seeing the skills picture change quickly. EV and hybrid training is growing, diagnostics is becoming more complex, and workshops are beginning to consider skills in areas such as cybersecurity and connected vehicle systems.

"Being future-ready isn't a destination or a fixed set of skills. It's a mindset: understanding what's changing, what it means for your business and where you need to keep developing your people and capabilities. Our role is to help workshops do that with confidence."

LKQ Academy trains approximately 20,000 automotive professionals annually across Europe through practical, technical, business and digital learning programs.

Since 2021, annual learner numbers have grown from approximately 5,000 to 20,000 and the course portfolio has expanded by around 20%. Across Europe, the Academy has delivered approximately one million training hours and reached more than 45,000 workshops.

Antonio Calvosa, Vice President Strategy & Innovation, at LKQ Europe, added: "The independent aftermarket has always been good at adapting, but the pace and breadth of change facing workshops today is significant. This is about making sure independent businesses have the skills, information and confidence to compete as the market evolves.

"Through LKQ Academy, we're investing in the people and capabilities that will keep independent repair competitive, alongside our wider work to protect access to the vehicle data, parts and technical information workshops need."

The report also recognizes that there is no single skills plan suitable for every independent workshop. Training priorities will depend on local vehicle parc characteristics, the services offered, existing capabilities and the ambitions of individual businesses.

The Future-Ready Workshop: Five skills priorities for the next generation of independent repair is available to read at HERE.

Workshops can visit their local LKQ Academy website to explore its training offering and complete its skills assessment to identify areas where further development could support their business.

ENDS

Notes to editors

- LKQ's 2025 Voice of the Customer research was conducted online with 4,331 B2B workshops across six European markets. Some training priority findings relate specifically to workshops with four or more ramps.
- LKQ Academy statistics are based on internal training records and program data supplied by LKQ Europe.
- LKQ Academy operates across 12 European markets and has access to more than 170 internal and external specialist trainers.

About LKQ Europe

LKQ Europe, a subsidiary of LKQ Corporation, headquartered in Zug, Switzerland, is the leading distributor of automotive aftermarket parts for cars, vans and industrial vehicles across 18+ European countries including the following regions: Benelux-France, Central Eastern Europe, DACH, Italy, Scandinavia, and the UK & Ireland.

With around 25,000 employees and 900+ branches, it supplies over 100,000 workshops through strong logistics, digital tools and training via LKQ Academy, while expanding circular economy capabilities via REMAN, Salvage, LKQ SYNETIQ, LKQ Electriq, and ACtronics to advance sustainable, repair-first mobility.

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