

SHORTAGES ON DRIVER'S INSTRUCTORS

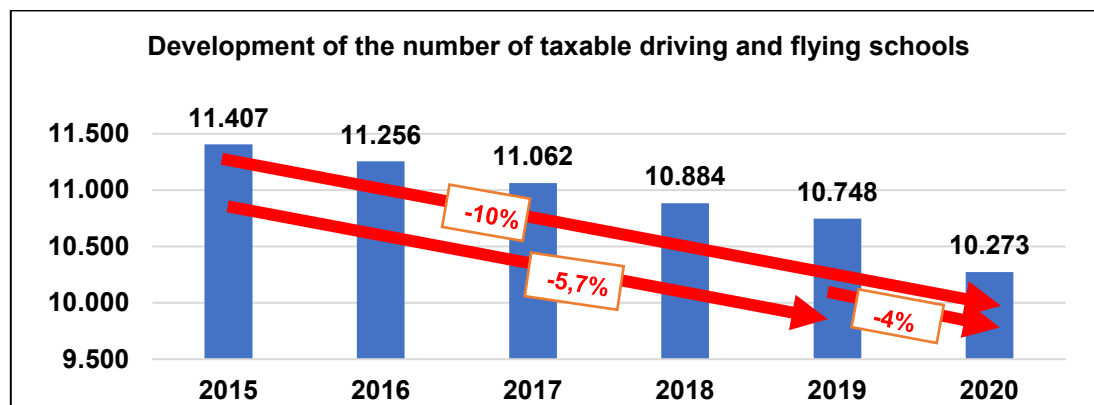
EXECUTIVE REPORT

Probably the most challenging issue facing the entire driving school industry in Germany is the shortage of driving instructors. Every second driving school (49% according to the Driving school market Survey 2022) is looking for driving instructors. On average, driving schools would immediately hire 1.7 driving instructors. This results in a current and short-term demand ("immediately") of $4.900 \times 1.7 = 8.330$ driving instructors.

To analyze this complex situation, MOVING has elaborated a Report which contents detailed insights about the driver's instructor's shortage in Germany. In this Executive Report MOVING pretends to give an overview of the main aspects developed in its long Report: development-number of driving schools-; total turnover development; turnover development per driving school; development - number of driving instructors-; proportion of men and women over the years; age structure ; salaries.

- **Development-number of driving schools:**

As reflected in the following graphic the number of driving and flying* schools is decreasing in Germany from 2015 to 2020.

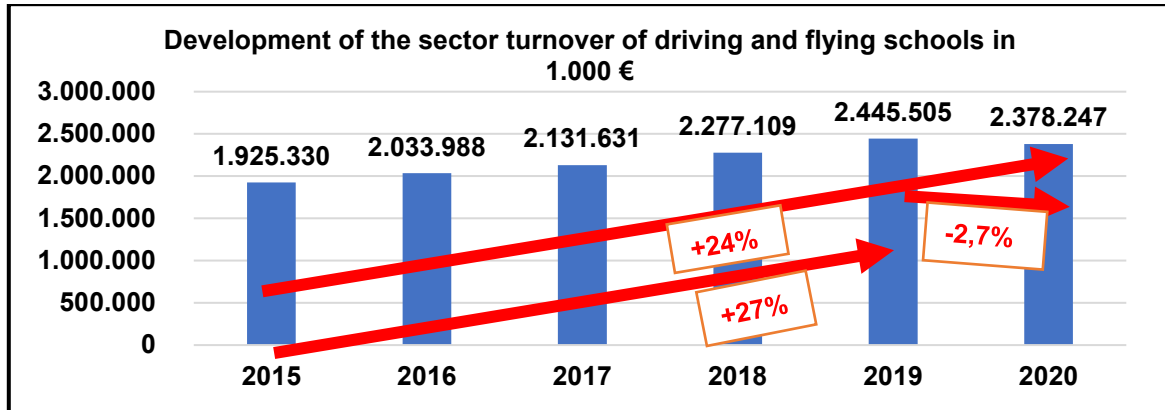


According to sales tax statistics, the number of taxable driving and flying schools is continuously decreasing. In 2018, there were still 10.884 driving schools. In 2020 there were 10.273. This is 1.134 fewer driving school companies than in 2015 (11.407) and corresponds to a reduction of 10%. Also the number of employees is lower. Nowadays and according to the MOVING Driving school market Survey 2022, the current average of employees is about of 3.6 employees per company of driving school.

*Share of flight schools of the total number of driving and flying schools is, according to our estimate at approx.5%.

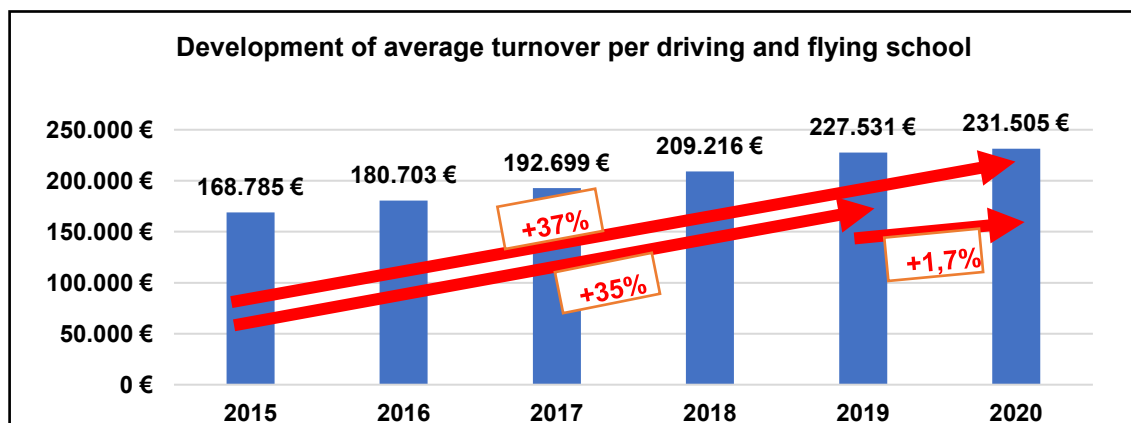
- **Total turnover development:**

The number of taxable driving schools can be determined from the VAT statistics. The industry turnover of driving schools has grown by €452 million from €1.925 billion in 2015 to €2.378 billion in 2020. This corresponds to an increase of 27% from 2015 to 2019 and with a decrease of 2,7% from 2019 to 2020.



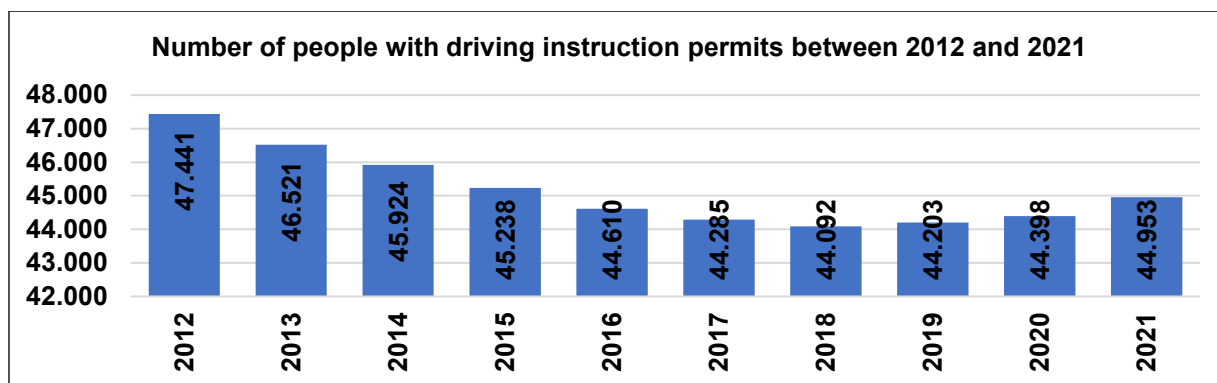
- **Turnover development per driving school:**

A comparison of the average turnover per driving and flying schools from 2015 and 2020 shows an increase of 37% in this period. At the same time, the number of driving and flying schools with an annual turnover of less than €100.000 is decreasing, while the number of driving and flying schools with an annual turnover of more than €100.000 is increasing.



- **Development number of driving instructors:**

According with the statistics on the stock of driving instructor licenses from the Federal Motor Transport Authority, the number of driving instructor license holders declined by 2,5% from 2015 to 2018 and by 6,8% from 2012 to 2018. In contrast, a small increase of 1,7% was recorded from 2018 to 2021.



MOVING estimates that approximately 17% (8.062) are passive driving instructors. They hold a driving instructor license but do not work as driving instructors.

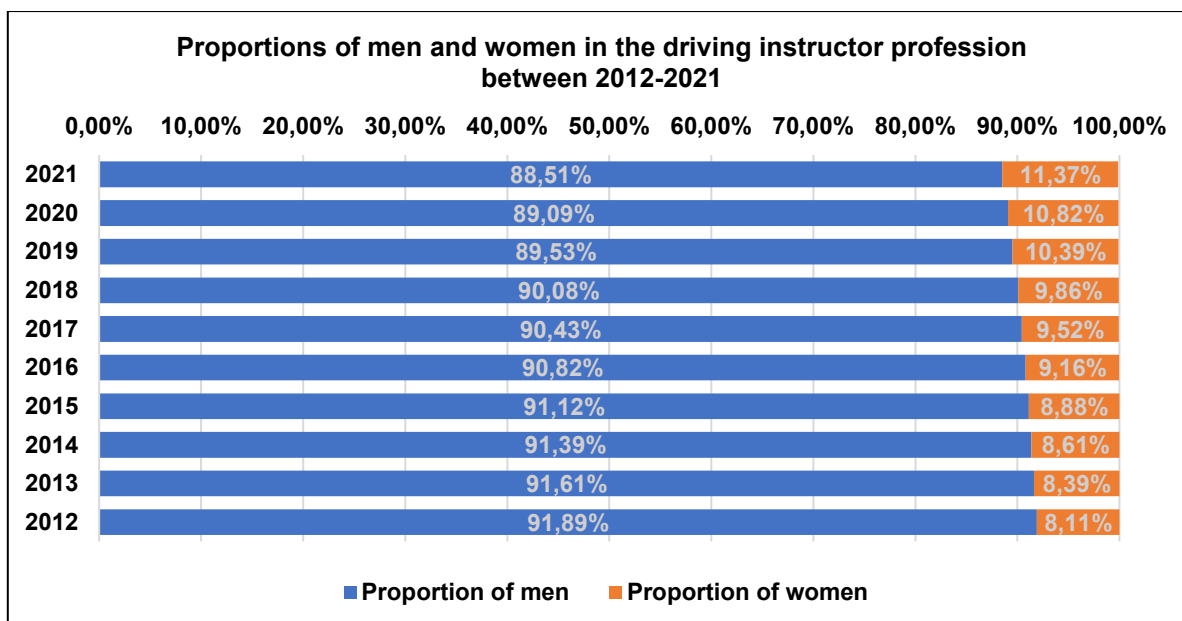
- **Age structure:**

Of the approximately 45.000 driving instructors in 2021, 37,4% are already 60 years and older, so are most likely to retire soon. On average, they are 66,3 years old. Currently, workers in Germany are allowed to retire at the age of 65-67. There are considerably more old-established driving instructors than newcomers. The average age of driving instructors in 2021 was 54,2: Average age men-55,2/ Average age women- 46,3. The table below shows a few comparisons between 2020 and 2021 in terms of age characteristics.

Driving instructors 2020	Characteristic values
Average age total	54,1 (2021: 54,2)
Maximum values in Thuringia	57,8 (2021 Bremen:58,2)
Lowest values in Hamburg	49,9 (2021: 49,6)
Average age men	55,1 (2021: 55,2)
Maximum values in Thuringia	58,5 (2021: 58,9)
Lowest values in Hamburg	50,7 (2021: 50,5)
Average age women	46,3 (2021:46,3)
Highs in Bremen	51,6 (2021: 50,8)
Lowest values in Hesse	44,5 (2021: 44,0)

- **Proportion men and women:**

In 2021, 11,4% of the driving instructor licence holders up to 74 years of age registered by the Federal Motor Transport Authority are women.



The proportion of women in the driving instructor workforce is growing only slowly, at around 0.4% per year.

- **Salaries:**

According to the statistics of the Federal Employment Agency (of 31.12.2020), the gross monthly salary of the occupational group averaged €2.930. Extrapolation 2020: annual salary at €35.160. Female driving instructors earned on average about €300 per month less than male driving instructors.

According to MOVING's Driving school market Survey 2022, full-time driving instructors earn €40.427 per year. The current survey did not ask about gender pay.

Gross practical salary for a 45 minutes practical lesson:

Class A: 18,00€.

Class B: 18,80€.

Class C: 22,50€.

Class D: 24,65€

MOVING is contributing to solve the current shortage of driving instructors with a professional aptitude test for driving instructors [Job Aptitude Test | MOVING \(moving-roadsafety.com\)](https://www.moving-roadsafety.com).