



# Policy Statement on the Zero Emission Vehicle Mandate

## IMI Position

The Institute of the Motor Industry supports the UK's ambition to transition to zero emission vehicles and recognises the critical role the ZEV Mandate plays in driving progress towards net zero. The direction of travel is clear and necessary. However, the current pathway risks outpacing the workforce and sector capacity required to deliver this transition safely, sustainably and at scale.

The national debate around the ZEV Mandate has, to date, focused predominantly on vehicle costs, consumer demand and charging infrastructure. While these issues are important, they overlook a fundamental enabler of success: the readiness of the workforce that will manufacture, sell, service, maintain and recover zero emission vehicles throughout their lifecycle.

Without sufficient skilled people, the transition to zero emission vehicles cannot be delivered at the pace or scale required, regardless of policy ambition.

## Workforce readiness is the missing link

The automotive workforce is already under significant pressure. Demand for technicians with electric vehicle competence is growing, but not yet stable or self-sustaining. At the same time, commercial pressures across the sector are constraining employers' ability to invest in training and upskilling at the scale required.

This creates not only an economic risk, but an operational and safety risk. Inadequate skills and insufficient numbers of qualified professionals increase the likelihood of unsafe working practices, inconsistent quality and reduced consumer confidence in zero emission vehicle adoption.

The challenge is not a lack of commitment from industry, but a mismatch between policy expectations and delivery capacity. Policy ambition must be matched by workforce capability and sector readiness.

## The case for an urgent review

IMI believes there is a strong case to urgently pull forward the review of the ZEV Mandate to explicitly assess workforce readiness and delivery capability alongside market and infrastructure considerations.

An earlier review would allow government and industry to:

- Assess whether current skills capacity aligns with the mandated pace of transition
- Identify gaps in training provision, standards and funding
- Address barriers preventing employers from investing in workforce capability
- Ensure that safety, quality and consumer trust are not compromised during transition

Crucially, this is not about slowing progress towards net zero. It is about ensuring the transition is deliverable.

## The IMI's role

As the professional body for the motor industry workforce, IMI is uniquely placed to provide an evidence-led, delivery-focused perspective on workforce readiness. We stand ready to work with government, regulators and industry partners to ensure that the ZEV transition is matched by a skilled, safe and sustainable workforce.

The transition is happening. The question is not whether it should, but whether the system is currently equipped to deliver it well.