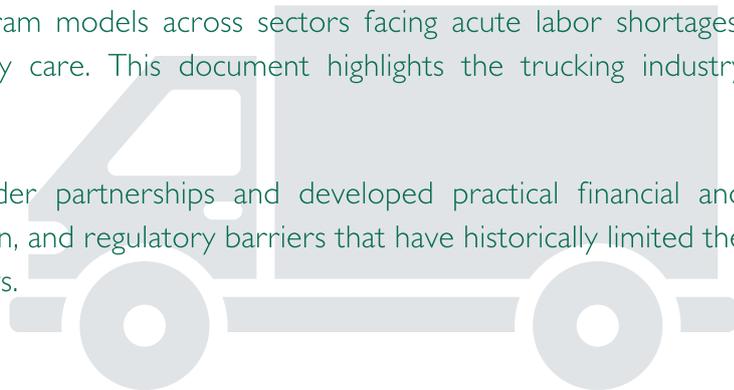


Opening New Labor Pathways from Latin America to Spain: Trucking Industry



OVERVIEW: Labor Mobility Partnerships (LaMP) completed an eight-month scoping effort to design new labor mobility pathways from Latin America to Spain for workers (including nationals, migrants and refugees). This work focused on identifying viable, and scalable program models across sectors facing acute labor shortages, including trucking hospitality, construction, and elderly care. This document highlights the trucking industry program designed through this effort.

Through this process, LaMP strengthened cross-border partnerships and developed practical financial and operational approaches to address the cost, coordination, and regulatory barriers that have historically limited the viability and scale of international labor mobility pathways.



CHALLENGE & OPPORTUNITY

Spain's trucking sector faces persistent labor shortages driven by workforce aging and high attrition, with tens of thousands of driver positions remaining unfilled and shortages expected to deepen as more drivers retire. Despite a sizeable overall driver population, employers continue to struggle to recruit and retain qualified professionals to meet ongoing demand.

At the same time, Latin America has large numbers of underemployed and displaced workers, including migrants, refugees and nationals, many with relevant driving experience and strong motivation to access stable employment abroad. While **trucking in Spain offers these workers the prospect of significantly higher and more stable incomes**, access to jobs in Spain remains constrained by high upfront training and certification costs, limited affordable financing, and complex migration processes. These barriers underscore both the scale of unmet demand and the opportunity for well-designed labor mobility pathways to bridge the gap.



High Labor Demand of certified truckers in Spain



Barriers to Matching Supply & Demand, including high costs and complex processes



Untapped Opportunities to connect workers with stable and decent jobs



Large pool of motivated and prepared workers in Latin America

IMPACT ON LIVELIHOODS

Trucking offers a safe pathway to legal migration and stable, dignified work. With short certification timelines, workers can quickly move into formal jobs with predictable incomes, career growth opportunities, and earnings often three times higher than at home, strengthening household security and long-term economic mobility. Beyond income gains, participation strengthens economic security, reduces reliance on informal work, and creates long-term benefits through remittances, skills recognition and upward economic mobility. Over time, this pathway creates opportunities for long-term residence and family reunification, supporting stability and worker integration.

PROPOSED PROGRAM DESIGN



LaMP designed a pilot labor mobility pathway to connect underemployed and displaced workers in Latin America with trucking jobs in Spain through a structured, end-to-end model. The pathway aligns employer demand with worker supply by combining cross-border financing, legal and migration support, and coordinated service delivery.

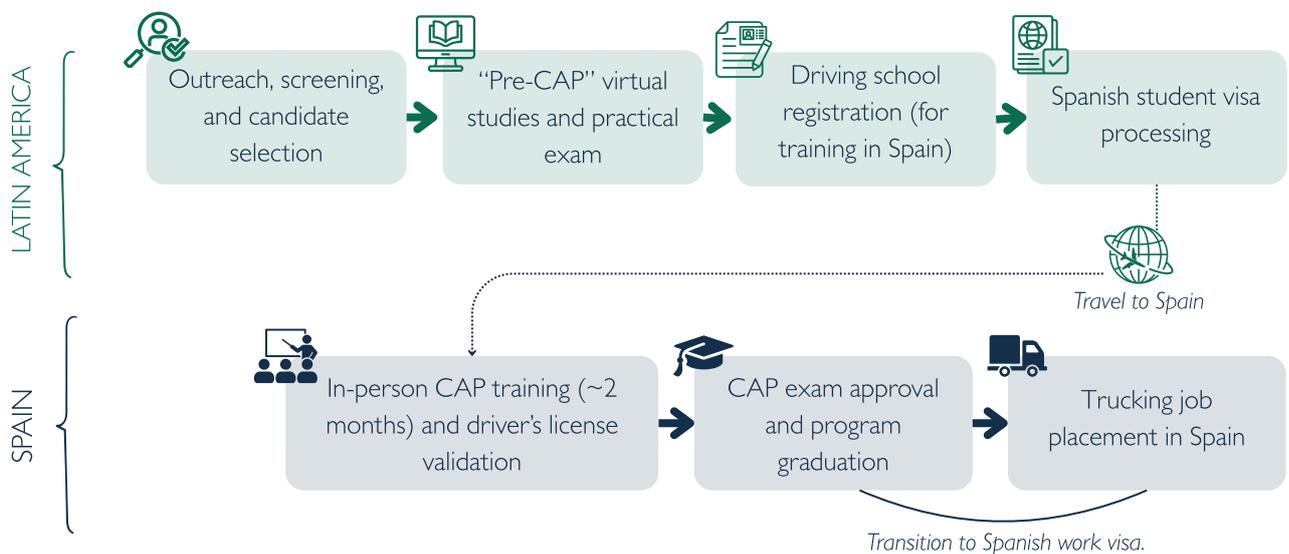
Under this model, access to a student visa enables workers to complete required trucking certification in Spain (formación CAP). Upon certification, workers transition to a work visa by linking directly with employers seeking professional drivers. Over time, this pathway creates opportunities for long-term residence and family reunification, supporting both workforce stability and worker reintegration.

Key components: To operate the pathway, LaMP coordinates a cross-border ecosystem of partners that support workers at each stage of the process:



We anticipate that financial support will be provided through patient cross-border financing to reduce upfront costs (e.g., visas, travel, training, etc.), with repayment linked to post-employment income. Together, these components form a safe, affordable, and sustainable labor mobility route for trucking workers from Latin America to Spain. The program can be adapted to different countries of origin in Latin America (e.g., Colombia, Ecuador, etc.).

Illustrative visual: Operating Model for Trucking Program



FROM CONCEPT TO PILOT

The trucking pathway demonstrates how targeted labor mobility programs can address labor shortages while expanding access to safe, legal employment for workers. This model represents a scalable opportunity to move beyond emergency responses toward durable, market-based solutions that align worker protection with essential labor needs. LaMP welcomes active partnerships and invites organizations ready to collaborate and contribute to this pilot initiative.



This program was designed by Labor Mobility Partnerships (LaMP), a global nonprofit that designs and launches labor mobility systems at scale, partnering with governments, employers and investors to align labor market needs with safe migration pathways.