

# Initiatives for recruitment at GKN Aerospace engine systems in Trollhättan



# Current conditions

- Manufactures and develops engine parts for all major OEM. Also space, military and overhaul-business.
  - Advanced machining and automation capabilities.
  - High speed machining.
  - Surface and Heat treatment
  - EB, Laser, TIG, Plasma & Resistance welding methods. Additive manufacturing
  - NDT methods: FPI, X-ray, U-sonic, EC, MP, Etching
  - Development and research in products, production and processes
- Apx. 820 BC and 1200 WC
  - Mainly permanent, full time employment, most of "fixed turn employees" continue into permanent.
  - Some consultants, mostly WC.
  - Most of logistics and services are outsourced.
- Demographics
  - Employee turnover 1-2,5% over last 10 years
  - Women BC: 13% WC: 32%
  - High, average age
- "competition"
  - Higher than average in closest region
  - Lower than average in Gothenburg (80 km)
  - OK commute, both ways

# Initiatives

A lot of the current activities and continuous work that the company does, to attract and supply new employees, is in cooperation with the community, the union, other companies or all of the above. Most of these are initiatives to attract young people to the industry and technical- or industrial educations.

- **Primary and secondary school**

- Short periods of internship has been changed into a shorter project were a group of student are going to solve a problem together. By initiative of communal schools.
- Visits from schools.
- Visiting schools nearby and talking about our business and promoting technical educations.
- Organizes days of inspiration for girls of secondary and upper secondary school age, where female staff engineers inspires and demonstrates future technical careers.



*One of our teachers is presenting the company and the apprentice program for visiting ninth graders.*



*Introduce a girl to engineering day at GKN. 50 girls visited last time. Another IGE day is planned for this fall.*



- **High school/upper secondary school (16-19 y. o)**
  - GKN together with the city of Trollhättan is since 1991, running an education tailored for GKN and aerospace. Other industries have joined.
    - Keeps a nice machine park for the students
    - Longer internships in GKN production.
    - Our largest recruiting base. Students know our internal systems and company culture when they get employed.
    - Fulfills the requirements to continue with academic education at university.
    - Part of “Technical college”, a national education certificate, awarded to educations that meet certain requirements. IF Metall (one of the founders) and GKN Aerospace are both in the regional steering group. GKN continuously commits to different projects and work, in order to develop and enhance the quality of the educations within “technical college”.
  - Internships for other Technical educations.



*Students measuring a tool to a machine at the school area*



*50 summer internships this year. Summer jobs are one of the benefits for the students.*





**Apprentice program profile GKN Aerospace**  
 School started 1992 and we have trained approximately 600 students through the years.

- A three year training program to become a highly skilled aerospace operator.
- Provides qualifications to study at university level and prepare each individual for a career in engineering.
- 24 students admitted each year.
- Training adjust to GKN's future demand.
- We have student's in all production functions.
- Additional resource to volume increases.
- Certified for production when school ends.
- Company's recruitment base.



16% Female  
84% Male

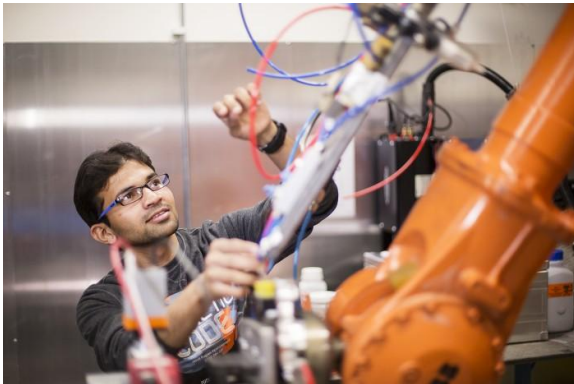


40% White collar  
60% Blue collar

**Educates in following:**  
 Safety, Quality, CNC Turning/Milling, Environment, Human Factors, LEAN, Welding, CAD, Manual Turning/Milling, NDT methods and Measurement and Drawing technique.

**ENGINEERING > THAT MOVES THE WORLD**

- **Post secondary / Higher Vocational Education (HVE)**
  - Starting up two, all new programs in cooperation with other companies in aviation, aerospace and gas turbine industries, in the region. Train skilled personnel to meet the increasing demands in certified welding, cutting / laser processing and additive manufacturing.
- **University**
  - University courses that offer training (4-5 weeks) for employees.
  - Collaborative projects like efficient processing and simulations.
  - Trainee Job placement and thesis work. Close cooperation with local university.
- **Production technology Center (PTC)**
  - University West and partners are doing research mainly in Flexible Industrial Automation, Machining and Metal Forming, Thermal Spraying and Welding Technology. There is a close collaboration between Production Technology West and the manufacturing industry.
  - University's doctoral students have already been contracted for employment at the company once their studies are completed.
  - The regional science park, University West and GKN Aerospace is the main partners.



*Equipment is owned by University West and other partners in PTC, like GKN. All collaboration partners have access to all equipment by agreement or hire. It is also used for university teaching*