



WORKSHOP 1

22. September 2016
Madrid (Spain)



Progress of project implementation on 22 Sep. 2016



**Participants from Trade Unions
 and workers' representatives
 from companies**

Kick-off
 March 2016

- Project approach & implementation
- Information & sharing good practice
- European rights & standards
- Current situation in the sector & plants

Workshop A
 Sep. 2016

- **Analysis** (demographic problems, qualification needs and employment situation in the sector & companies)
- **Development** (future requirements, demographically sound employment, concepts & approaches)

**FOCUS on
 COMPANIES**

Workshop B
 February 2017

- **Innovations** (employment models, age management, skilled workforce initiatives)
- **Strategies** (employee development, initial and furthertraining, healthy work)
- **Tools** (co-determination, management tools, worksagreements)

**European
 Conference**
 June 2017

- **Sectoral strategies, representation of interests, best practices** (sector profiles, concepts & operational practice, hand-book on "HR management & age management")





September 2016

February 2017

Sep – June 2017

June 2017

„STRAATEGIC PROJECTS“

WORKSHOP A
 Analysis & Development

3 Priorities for action:

- ✚ **Securing skilled workforce**
- ✚ **Ageing-appropriate work structures** („Staying healthy and competent in employment“)
- ✚ **Age-appropriate work structures** („Diversity & offers for specific groups of employees“)

Instrument:
European survey in companies & (national) plans for action

WORKSHOP B
 Strategy & Innovation

3 approaches to action

- on company resp. TU-level*
- ✚ **Initiatives in qualification & employment** (national activities)
- ✚ **Ageing-appropriate work structures** (national activities)
- ✚ **Models of Age-appropriate work structures** (national activities)

Aim:
Interim evaluation, further planning of implementation

„STRATEGIC PROJECTS“

Implementation of national activities as pilots at sectoral and/or company level

- ✚ Germany
- ✚ United Kingdom
- ✚ Italy
- ✚ Sweden
- ✚ Romania
- ✚ Spain
- ✚ France
- ✚ Poland

Result:
Each partner has implemented a best-practice

FINAL CONFERENCE

„Personnel work, securing skilled workforce and age management in Company“

Contents:

- ✚ **Results from European survey**
- ✚ **European Sector Infos** (Synthesis Report)
- ✚ **Fields of action for personnel work & age management**
- ✚ **Tools & Materials**
- ✚ **Best-practice-Initiatives** (Trade Unions & works councils)
- ✚ **Conclusions and Recommendations**



Task plan **State of of project implementation** **(1)**

Activity	Ready	➤ until Sep 2016	➤ until Feb 2017	➤ until Juni 2017
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Information & dissemination

Flyer	✓			
Handbook	✓			
Website	✓	Constantly updating and additions >>> partner profiles ???		
Newsletter	✓	Newsletter 1 + 2	Newsletter 3	Newsletter 4

Demographic change, skilled workers and personnel work (analysis and deveopment)

Questionnaire „Demographic change and personnel work“)	✓			
Implementation of the survey (Minimum: 3 companies per country)	34 from 43	GE – 16 SE – 2 RO – 2	FR – 9 UK – 2 IT – 0	ES – 1 PL – 2
Evaluation, conclusions and results	✓	Presentation of the results (Workshop A)	Further work with the results	
Criteria list „National sector profiles“ (contents)	✓			
Overview aerospace sector (basic information)		Partly – different infos from: DE, ES, FR, RO		
Elaboration sector profile (written version according to uniform classification)		No results Elaboration – each partner		



Task plan **State of of project implementation** **(2)**

Activity	Ready	➤ until Sep 2016	➤ until Feb 2017	➤ until Juni 2017
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Meetings and Events

Steering Committee 1	✓	Hamburg (DE)		
Kick-off Meeting	✓	Potsdam (DE)		
Steering Committee 2	✓	Brasov (RO)		
Workshop A	✓	Madrid (ES)		
Steering Committee 3			Florence (IT) – Jan 17	
Workshop B			Toulouse (FR) – Feb 17	
Final conference				UK – Jun 2017

„Hard“ Results

Evaluation report „European survey“	✓	Workshop A (Madrid)		
Workshop – Report A			Documentation	
Workshop – Report B				Documentation
European Sector Profile (Synopsis)		National Profiles ?	Elaboration	Completion
„Strategical Projects“ (as national Best – Practices)		Workshop A analysis & development	Implementation 1 and Workshop B	Implementation 2 assessment & results
Handbook „Demography and personnel work in companies“				Completion June – September 2016



Information and dissemination



Project - Flyer



**Project-Handbook
 2015 - 2017**



**Website
www.air.change.eu**



**Newsletter 1 + 2
 Newsletter 3 + 4**



**European Survey
 "Demography, personnel
 work and employment"**



**Workshop Reports
 (A + B)**



**Sector- &
 Company-Profiles
 from aerospace industry**



**Manual
 "Personnel work and age
 management"**



Website www.air-change.eu



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Demographischer Beschäftigungswandel
 Herausforderungen für Gewerkschaften und Betriebsräte in der europäischen Luft- und Raumfahrtindustrie

CHANGE fördert strategische Konzepte und betriebliche Handlungsansätze für eine demografiefeste Personal- und Arbeitsorganisation.

CHANGE unterstützt betriebliche und gewerkschaftliche Interessenvertretungen bei der nachhaltigen Gestaltung von qualifizierten, gesunden, alters- und altersgerechten Arbeitsplätzen.

CHANGE eröffnet Chancen für Beschäftigte und Unternehmen, mit zukunftsfesten Arbeitsplätzen und innovativen Beschäftigungsmodellen im globalen Wettbewerb stärker zu werden.

Europäisches Projekt in
 Trägerschaft von



in Kooperation mit



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VS/2015/0236
 Demografischer