



EU project 2015-2017

air CHANGE
project Demographic change and employment in European aerospace industry

Arbeit und Leben
Bielefeld e.V. DGB|VHS

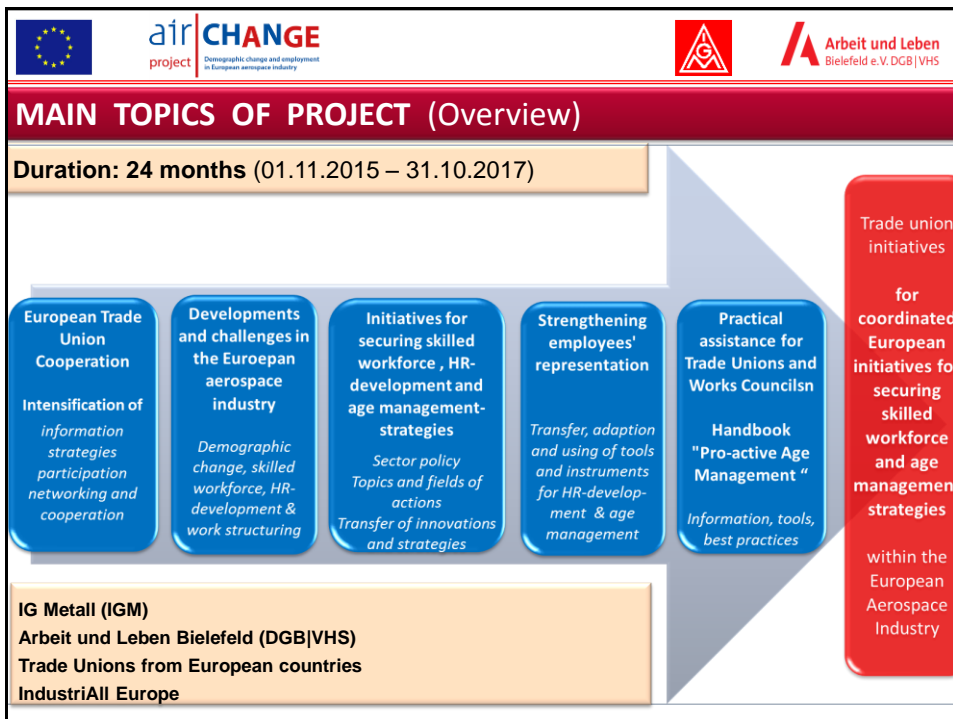
air CHANGE
project Demographic change and employment in European aerospace industry

Demographic change in employment

Trade Union initiatives for innovations in employment for securing skilled workforce with coherent strategies of HR development and age management the European Aerospace Industry

BUDGET LINE 04 03 01 05
Information and training measures for workers' organisations
VS/2015/0236

Gisbert Brenneke
Arbeit und Leben Bielefeld e.V. (DGB|VHS)



MAIN TOPICS OF PROJECT (Overview)

Duration: 24 months (01.11.2015 – 31.10.2017)

European Trade Union Cooperation
Intensification of information strategies participation networking and cooperation

Developments and challenges in the European aerospace industry
Demographic change, skilled workforce, HR-development & work structuring

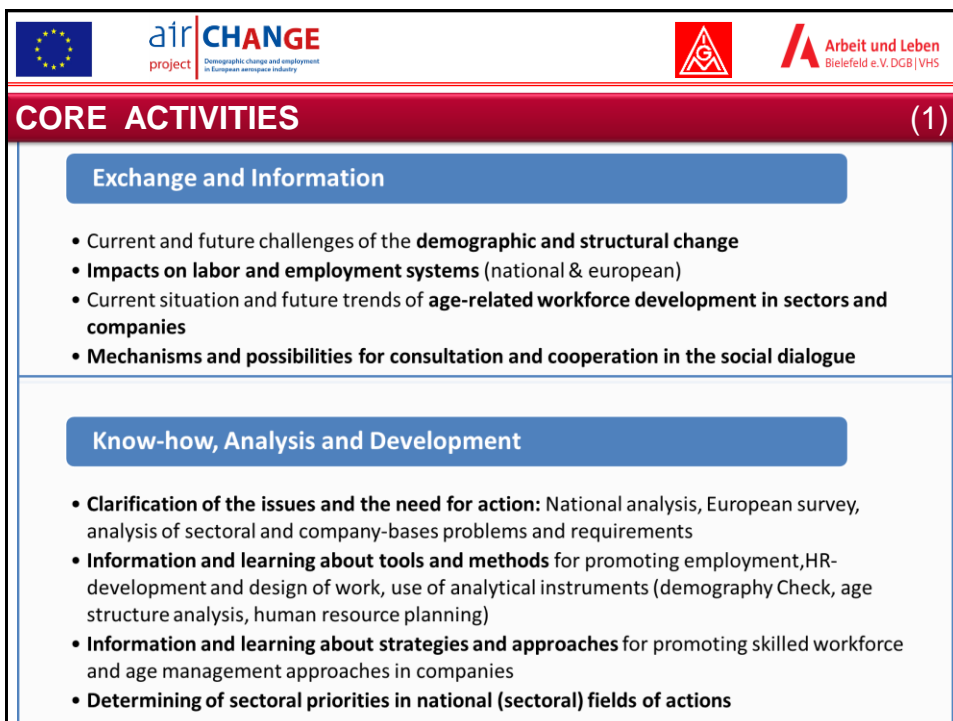
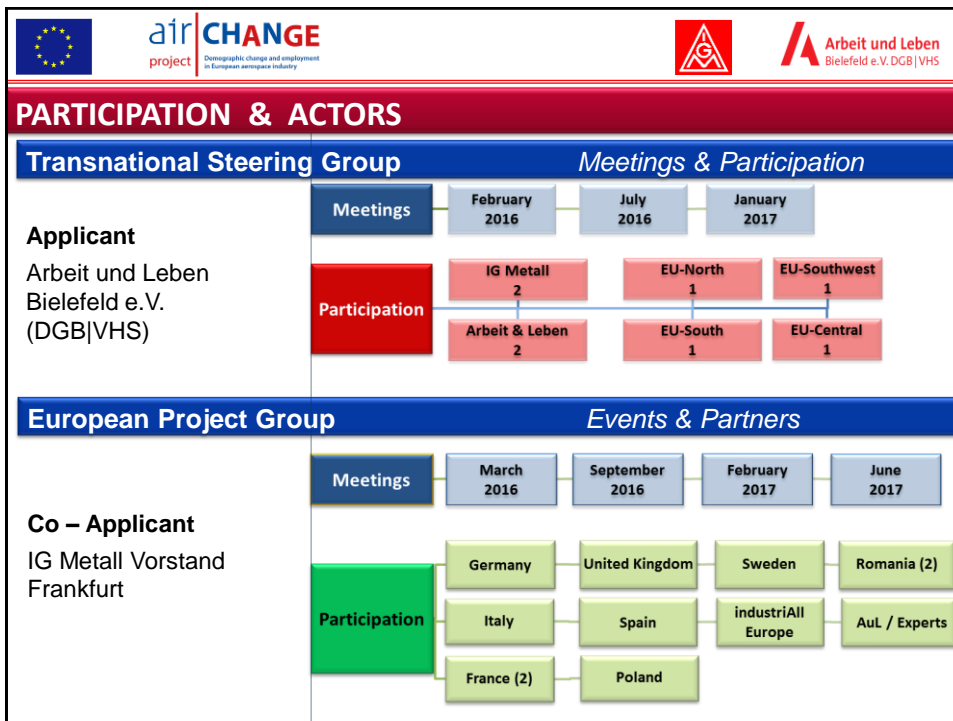
Initiatives for securing skilled workforce, HR-development and age management-strategies
Sector policy
Topics and fields of actions
Transfer of innovations and strategies

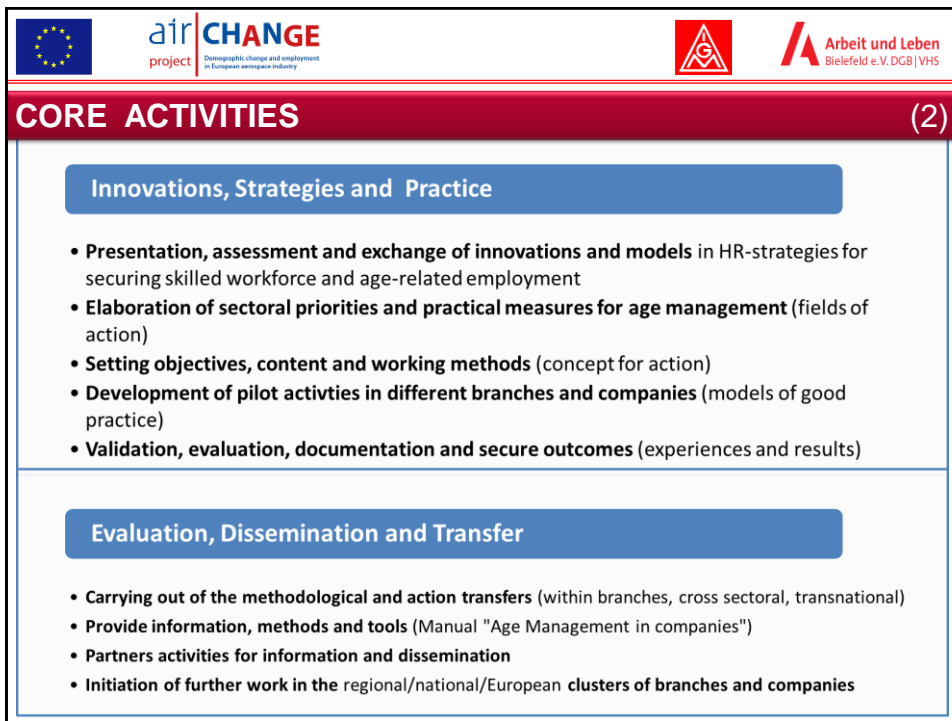
Strengthening employees' representation
Transfer, adaption and using of tools and instruments for HR-development & age management

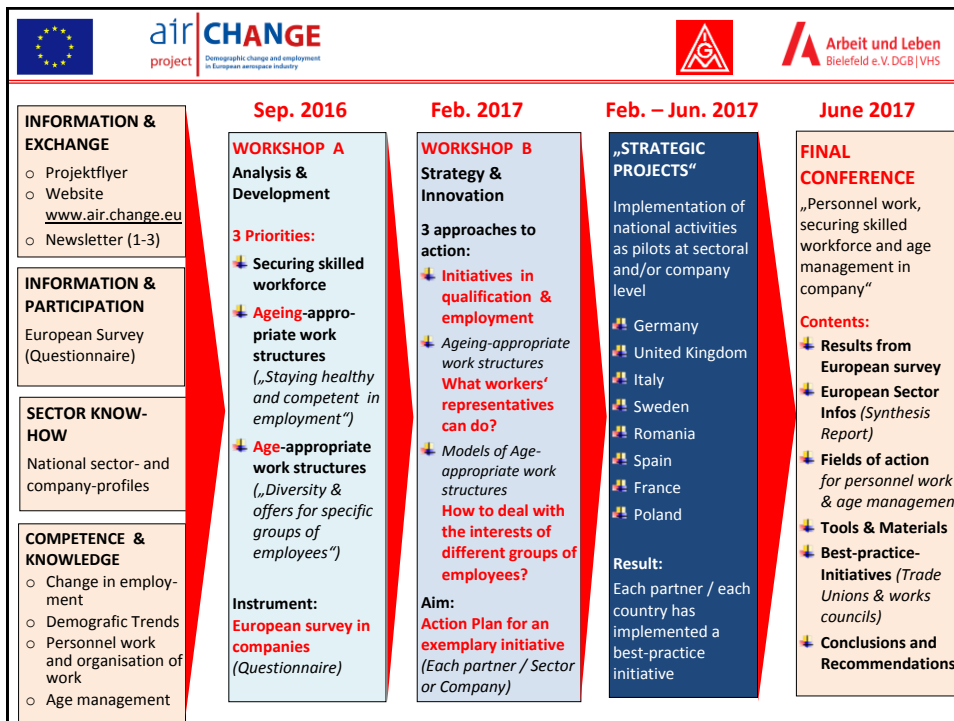
Practical assistance for Trade Unions and Works Councils
Handbook "Pro-active Age Management"
Information, tools, best practices

Trade union initiatives for coordinated European initiatives for securing skilled workforce and age management strategies within the European Aerospace Industry

IG Metall (IGM)
Arbeit und Leben Bielefeld (DGB|VHS)
Trade Unions from European countries
IndustriAll Europe







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PROJECT EVENTS

Event	Group	Places Min./Max.	Location (planned)	Tasks
Feb 2016	Steering Group	8	Germany	Project Management Planning, Organisation, Preparation of project
March 2016	All European Partner	22	Germany	Kick-off Meeting
May 2016	Steering Group	8	Romania	Project Management Evaluation - Planning – Coordination, Monitoring
Sep 2016	All European Partner	22	Sweden	European Workshop A (analysis, building strategies)
Jan 2017	Steering Group	8	Italy	Project Management Evaluation - Planning – Coordination, Monitoring
March 2017	All European Partner	22	France	European Workshop B (Elaboration of innovation-models & strategies)
June 2017	All European Partner	30	United Kingdom	Final Meeting (Transfer-Conference)



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Information >>> Results >>> Publications



Project - Flyer



Website

www.air.change.eu



Newsletter 1-3



European Survey

"Demography, personnel work, and employment"



Workshop Reports
(A + B)



Sector- &
Company-Profiles

from aerospace industry



Manual

"Personnel work and age management"



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Information >>> Project-website www.air-change.eu

[Here: Home](#)

[About the project](#)

[About Arbeit und Leben](#)

[About IG Metall](#)

With financial support from the European Commission



EMPLOYMENT, SOCIAL AFFAIRS & INTEGRATION

Demographic and employment changes
 Challenges for trade unions and works councils in the European aerospace industry

CHANGE promotes strategic concepts and approaches in the workplace for demographically influenced HR-development and work organisation.

CHANGE supports workplace and trade union representatives with the sustainable planning of qualified, healthy, age/ageing-appropriate jobs.

CHANGE opens up opportunities for employees and companies to become stronger in the face of global competition, by means of future-proof jobs and innovative employment models.



European project carried out by

A Arbeit und Leben

Bielefeld e.V. DGB | VHS

in cooperation with

IG Metall

IG Metall Vorstand | VB 03
Ressort Luft- und Raumfahrt
und Wehrtechnik



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Demographic change in employment

Trade Union initiatives for innovations in employment for securing skilled workforce with coherent strategies of HR-development and age management in the European Aerospace Industry

01.11.2015 – 31.10.2017

			
  <p>European Trade Union cooperation for securing skilled workforce, innovations in employment and age management</p> <p>www.air-change.eu</p>    <p>With financial support from the European Commission</p>	<h2 style="text-align: center;">INFORMATION</h2> <p style="text-align: center;">> Flyer</p> <p style="text-align: center;">> Handbook</p>	 <p>EUROPÄISCHE KOMMISSION</p> <p>GD BESCHÄFTIGUNG, SOZIALES UND INTEGRATION</p> <p>Sozialer Dialog und Arbeitsbeziehungen</p> <p>VS/2015/0236</p> <p>Management Team</p> <ul style="list-style-type: none"> o Gisbert Brenneke (Aut, Bielefeld / DE) o Frank Bergmann (IG Metall Vorstand) <p>Projekt-Lenkungsgruppe (vorläufig)</p> <ul style="list-style-type: none"> o Gisbert Brenneke (Aut, Bielefeld / DE) o Klaus Gutbrod (Aut, Bielefeld / DE) o Frank Bergmann (IGM / DE) o Holger Junge (IGM / DE) o Conny Holm (SE, EU-Region Nord) o CFDT exl. FO (FR, EU-Region West) o Francisco Questa (ES, EU-Region Süd) o Arpad Suba (RO, EU-Region Central) 	 <div style="border: 2px solid red; padding: 5px; margin: 10px 0;"> <p>Demografischer Beschäftigungswandel</p> <p>Gewerkschaftliche Initiativen für Innovationen in der Beschäftigung und zur Sicherung von Fachkräften mit einer kohärenten Strategie für zukunftsfähige Personalgestaltung und Altersmanagement in der Europäischen Luft- und Raumfahrtindustrie</p> </div> <p>PROJEKT HANDBUCH 2015 - 2017</p>  <p>Arbeit und Leben Bielefeld (Germany) Gisbert Brenneke November 2015 Letzte Änderung: Februar 2016</p>