




FINAL PROJECT MEETING

11. - 13. July 2017, Rzeszów (Poland)







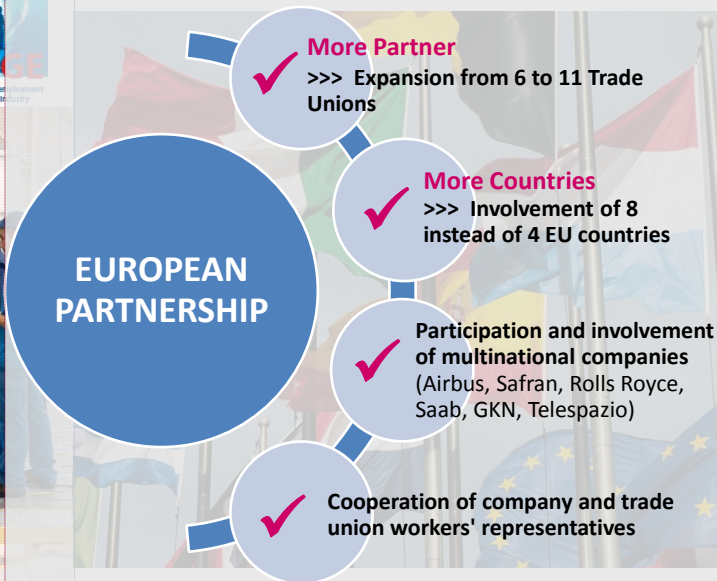
Second Workshop from February 2017 in Toulouse (France)



Progress of project implementation on July 2017


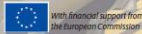
Gisbert Brenneke / AuL Bielefeld

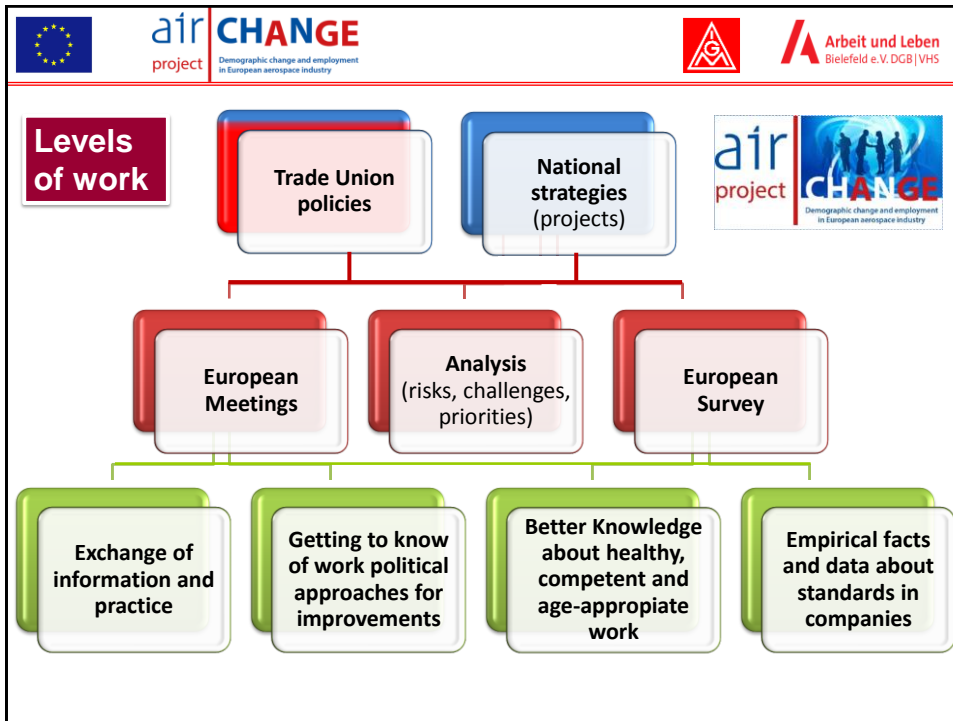




European Trade Union cooperation for securing skilled workforce, innovations in employment and age management

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air CHANGE
Demographic change and employment in European aerospace industry

Arbeit und Leben
Bielefeld e.V. DGB | VHS

- Project - Flyer
- Project-Handbook 2015 - 2017
- Website www.air.change.eu
- Newsletter 1-3
- Newsletter 4
- European Survey "Demography, personnel work and employment"
- Analysis (Expertise) Evaluation Report
- European Meetings (4)
- SC-Meetings (2)
- Workshop Report A
- Workshop Report B
- Company Visit ITP (March 2017)
- Sector- & Company-Profiles from aerospace industry
- Report "Human resources work and demographics"
- Company Visit SAFRAN (Feb 2017)

   												
European Events 2016 – 2017 (Meetings & Workshops)												
Company and trade union workers' representatives	DE	FR	IT	SE	UK	ES	PL	RO	BE	TOTAL	thereof: female	thereof: male
Partner-Meeting Hamburg (DE) Feb 2016	3	1	1	2	1	0	1	2	1	11	1	10
Kick-off Meeting Potsdam (DE) Mar 2016	6	2	2	4	2	2	2	1	0	21	4	17
Workshop (A) Madrid (ES) Sep 2016	5	2	2	3	2	3	2	2	0	21	2	19
Workshop (B) Toulouse (FR) Feb 2017	4	4	2	2	2	3	2	1	0	20	1	19
TOTAL	18	9	7	11	7	8	7	6	1	73	8	65

   												
European Survey (38 Responses from companies)												
<p>(A) Company conditions</p> <ul style="list-style-type: none"> ❖ Acquisition of employee ❖ Qualification and learning-conducive work environment ❖ Promoting health and age-appropriate personnel deployment ❖ Transfer of know-how <p>(B) Measures taken</p> <ul style="list-style-type: none"> ❖ Company measures ❖ Policies taken at company level or above <p>(C) Importance for actors' work</p> <ul style="list-style-type: none"> ❖ Representatives, stakeholders <p>(D) Need for action on the company and sector levels</p> <ul style="list-style-type: none"> ❖ Securing skilled workers ❖ Ageing-appropriate work structures ❖ Offers for specific target groups 	<p>Responses (Questionnaire)</p> <ul style="list-style-type: none"> Germany (16) Italy (3) France (9) Spain (1) Sweden (2) United Kingdom (2) Poland (2) Romania (3) 	<p>Instruments & Results</p> <ul style="list-style-type: none"> Questionnaire 8 languages Evaluation Report PPT, Madrid Conclusions Priorities for action in companies and sector National strategies and company related "projects" from partner 										
<p>Round about 75.000 employees in 38 companies</p>												

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National „Projects“

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FR Identification, among the companies of the aeronautical and space fields, of the **new jobs with specific skills** that will require recruitments at short-medium term. Analysis of the implemented measures and if needed proposal of corrective measures. (sector approach)

SE A collective agreement for using a new form of employment with training and with the possibility of partial government funding. Mainly for unemployed young adults without previous experience or limited knowledge in skilled labour. (sector approach)

PL Conclusion of National Intra-companies Collective Agreement including provision regarding skill and competence upgrade. (sector approach)

UK Dealing with retention of young workers. RR recruits the cream of the crop, but this generates high aspirations and they move on quickly, causing gaps. (company approach, Rolls Royce)

IT Ensuring the generational change (turn over) Quantification of the resources needed, **implementation of the agreement** (Finmeccanica) **Evaluation of the results.** (company approach, Finmeccanica)

RO Motivation and maintain qualified "young" personnel in the industry (20-40 years old) – Development and negotiation of a **company agreement.** (sector approach)

ES Enabling workers' representation to channel the **training needs** of our staff and to **adapt the training plan** of the company so that these needs can be considered. (company approach, ITP)

DE Transfer of knowledge and thematisation of accumulated experiences in the company **Information campaign.** (company approach, Airbus)

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National „Projects“

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Overview: Finalisation of the national "projects"

„Work Plan" (Sep. 2016)

e.g. **CFDT, FRANCE**

“Identification, among the companies of the aeronautical and space fields, of the new jobs with specific skills that will require recruitments at short-medium term. Analysis of the implemented measures and if needed proposal of corrective measures.”

What we have done!

Brief description of the main steps and measures you have undertaken

e.g. collecting data, information/involvement of employees, consultation with management etc.

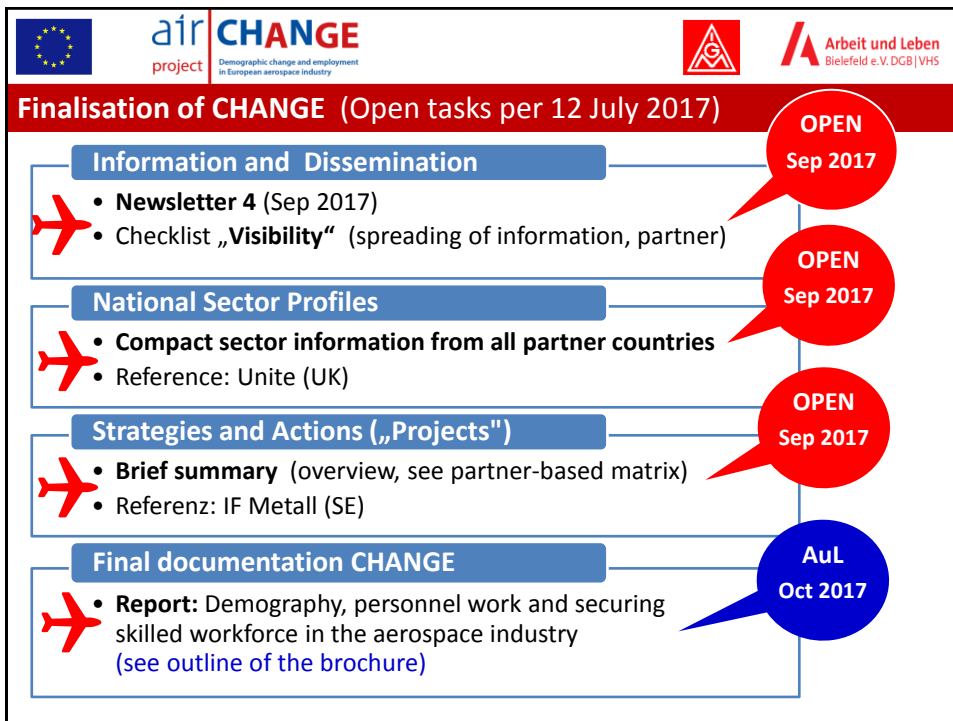
What we have achieved!

Brief description of the results (final or interim)

Assessment of your activity (effect, benefit)

DEADLINE: 15.09.2017

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The table of contents outlines the structure of the final project report. It includes logos for the European Union, air project CHANGE, and Arbeit und Leben Bielefeld e.V. DGB | VHS.

Outline of the final project report

Demography, personnel work and securing skilled workforce in the aerospace industry

1	About CHANGE-project
2	Thematic introduction: Changes, requirements and challenges in labour organisation and employment
3	European background: European policies and work-related programs for employment and well labour standards
4	Challenges and goals: employee-related approaches for healthy, competent and age-appropriate work in companies
5	A view inside companies: European survey about standards and requirements in companies from aerospace industry (justification and topics of the survey)
6	Results and conclusions from the survey: political priorities and fields of action
7	Improvements: Strategies and actions from partners (best practices)
8	Documentation: Questionnaire, tools for analysis, implementation and monitoring