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France : new jobs – new competences

FRANCE 

**New jobs / new competences
for the aerospace, defence
and security industry**

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Aim and outcome

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.

➔ Industry of the Future

↪ impacts on jobs and competences

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Method and procedure

Gathering of information

- bibliographical and internet surveys
- Participation to a conference near Paris in December 2016 → Convergence - Industry of the Future
- internal discussions with CFDT trade unionists

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Industry of the future

**Some examples of Industrial transformations
in the aeronautical field in France**


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Airbus : factory of the future (June 2015)


Factory of the future – Raccourci.lnk

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Stelia aerospace

- Plant of Meaulte
- 1600 employees and 500 sub-contractors
- Manufacturing of nose fuselages for Airbus, Bombardier and Embraer
- Project launched in 2014
- Investment : 70 millions euros

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Stelia aerospace



Bienvenue dans l'usine du futur, robotisée et digitale de STELIA Aerospace – [Raccourci.lnk](#)

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Stelia aerospace

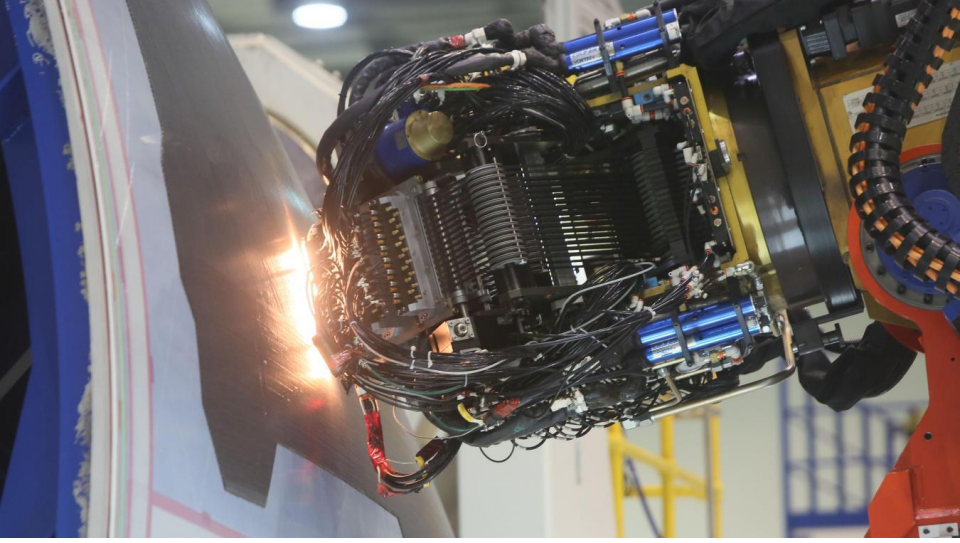
- Moving line (180 m, 2,5 cm/min) rather than product line
- More than 35 robots and machines of automatic riveting, three mobile lines of production
- Increasing of production rate / reduction of production cycle
- Digital tools as piloting of the production, forms of instruction in 3D on touchpads, increased reality for the activities of assembly and the quality control
- Training sessions
- implementation of new time schedules

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Robot in action



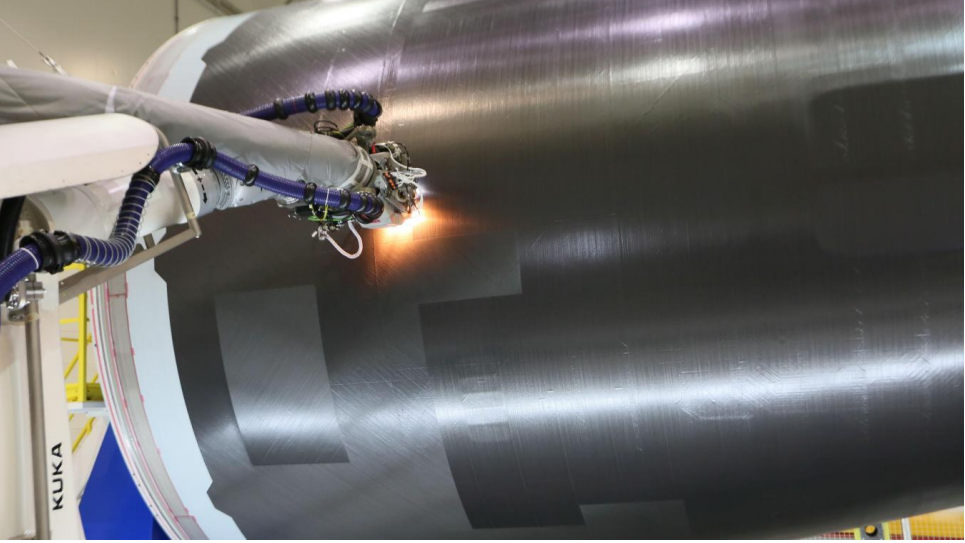
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Robot in action



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Safran Nacelles

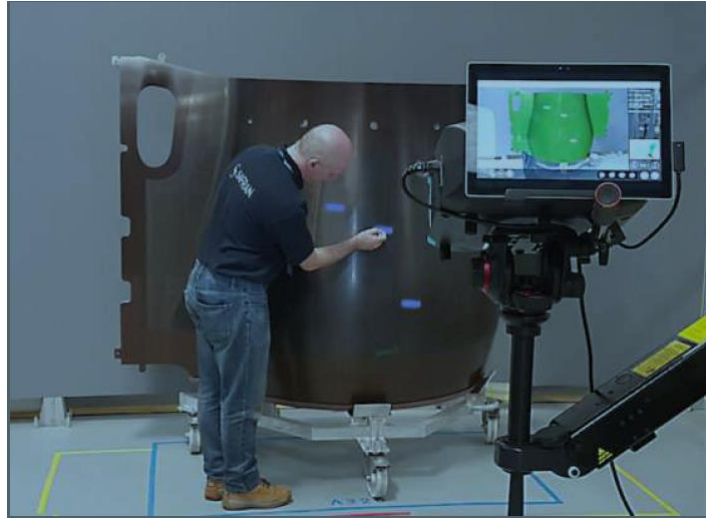
- Plant of Gonfreville-L'orcher
- 1600 employees (+300 in the last 5 years)
- Manufacturing of thrust reversers and nozzles for Trent 900, GP7200, CFM-56 and engine nacelles for CF34-8 and soon the LEAP-1A and Trent 7000
- Project launched in 2014
- Investment : 50 millions euros + 30 planned for 3 next years

Safran Nacelles : non destructive control



Robot IRIS : Infra red Inspection System

Safran Nacelles : improved reality system



- Areas to be inspected shown directly on composite structure

Safran Nacelles : NDC + improved reality system

- Increase of equipment availability
 - 50% reduction of inspection cycle
 - Better ergonomics of software and equipment
- ⇒ Improvement of working conditions

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Industry 4.0 : evolution of competences



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Industry 4.0 : evolution of competences

- In many cases, the employees will not work any more on the produced part but on the machine which conceives / designs it
 - Welders → programmers and controllers
- + new alternative solution : additive manufacturing

A Safran initiative near Paris

- training center 4.0 called " platform of training to the industrial mechanics of tomorrow"

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A word cloud centered around the words 'THANK YOU'. The words are arranged in various orientations and sizes. The most prominent words are 'THANK' and 'YOU' in large, bold, black capital letters. Other words include 'GRACIAS', 'ARIGATO', 'SHUKURIA', 'DANKSCHEEN', 'TASHAKKUR ATU', 'SUKSAMA', 'BĪYAN SHUKRIA', 'JUSPAYAR', 'GOZAIMASHITA', 'EFCCHARISTO', 'KOMPASUNGIDA', 'MAKKE', 'GRAZIE', 'MEHRBANI', 'PALDES', 'BOLZIN', 'MERCİ', 'YAKHANYELAY', and 'TINGAI'.

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