




# CHANGE

Demographic change and employment  
in European aerospace industry

Toulouse 16/17 February 2017


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## Core Activities

**To be able to channel the training needs of our staff and to adapt the training plan of the company so that these needs can be considered**

### Actividad

Poder canalizar las necesidades de formación del personal y adaptar el plan de formación de la empresa para incluirlas.



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## Why?

In most cases, there is no consultation referring to the training needs when these training plans are made

## ¿Por qué?

En la mayor parte de los planes de formación no se consultan las necesidades formativas individuales.

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## Objectives?

Inclusion of the aforementioned training needs in the training plan

## Objetivos

Integrar dichas necesidades en el plan de formación.

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## Approach?

1. Through negotiations with the HR department
2. Draw up a plan for the consultation of employees in order to collect data about their needs

## Método?

1. A través de negociaciones con el departamento de RR.HH
2. Elaborar un plan de consulta a los empleados para recoger las necesidades.



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## Working plan (milestones)

Mes		
Sep 2016	Meetings with HR department	Reunion con Recursos humanos
Dec 2016	Consultation of staff in order to collect data about their needs	Consulta del personal con el fin de Recoger datos sobre sus necesidades
Jan 2017	Drawing up a training plan in order to include the personal needs	Elaboración de un plan de formación para Incluir las necesidades personales
Interim Results	<ol style="list-style-type: none"> <li>1. To be able to include the needs in the training plan</li> <li>2. To be able to evaluate its application afterwards</li> </ol>	<ol style="list-style-type: none"> <li>1. Ser capaces de incluir las necesidades El plan de entrenamiento</li> <li>2. Ser capaz de evaluar su Solicitud posterior</li> </ol>



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