



air project



Demographic change and employment
in European aerospace industry

Newsletter 2



2nd Meeting of the Project Steering Committee in Brasov (Romania)



European Workshop, 21st – 23rd September 2016 in Madrid (Spain)

Where is the aerospace industry going? What are the main weaknesses? What are the main opportunities in terms of work and personnel organisation? Are there any differences between the different European countries and production sites? These topics and many more will be discussed by in-company and union representatives from eight countries at our European workshop. Practical approaches will be proposed and discussed in view of their implementation in companies. With this in mind, a European survey was conducted by the project partners before the workshop. The results provide interesting facts and figures that will help conduct a discussion about the future of the aerospace industry.

This first workshop aims at,

- analysing staff, qualification and labour standards,
- improving the exchange of information between the European partners,
- identifying areas for possible trade union actions
- developing trade union stances and strategies based on the above considerations.

Trade union initiatives to be implemented in selected strategic areas will be discussed without forgetting the different claims and policies of different trade unions in Europe.

At this workshop partners will develop action plans and concrete initiatives for implementation in different countries and companies. In practical terms, participants will be asked to provide contribution on how to increase the momentum and achieve sustainable solutions which will generate jobs and shape future occupational policies.

The information and results from this workshop will be documented and announced on the project website:
www.air-change.eu

Promoting employment – safeguarding know-how – acquiring skilled personnel

The aerospace industry's need for a workforce with a diverse employment, personnel and training structure is unlike that in almost any other industry. The competition between market-leading companies from high-technology sectors to obtain the brightest minds is already fierce, and this competition will only grow fiercer in future. The winners of this competition for skilled personnel will be those companies that do not rely solely on short-term personnel recruitment from outside the company to satisfy particular quantity requirements, but rather those firms that also begin revamping their personnel structures from the inside today and which pursue strategic and sustainable personnel development.



Expectations from national partners to the project

The European project CHANGE is important, because ...

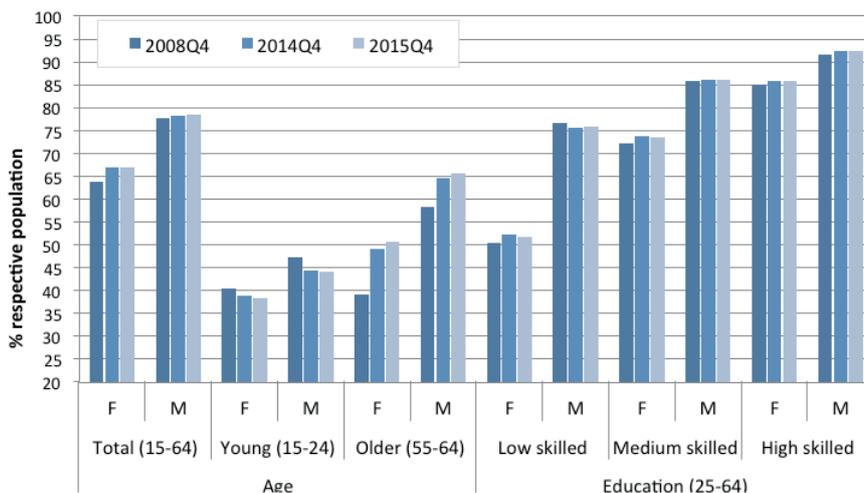
„Like many developed nations, the U.K. has an ageing population, and this is particularly evident in the aerospace industry workforce. We are hoping that this project will help us identify and then apply best practice in meeting the changing needs of workers as they get older. It is vital that the aerospace industry is able to adapt and make the most of its workforce because the skills of its workers are the crucial factor in making aerospace such a success story. As workers' aspirations and abilities change with age, so should their work.“

(Ian Waddell, Unite the union, UK)



Ian Waddell, Unite, UK (left) and Conny Holm, SAAB, SE (right)

Activity rate in the EU by gender, education and age, 2015Q4



Quelle: EU Employment and Social Situation | Quarter Review | Spring 2016



Jürgen Kerner, Member of the Managing Board of the IG Metall, Germany in discussion with Brigitte Heinicke and Meike Pürling (both Airbus Bremen)

„It is time to share experiences, to develop perspectives and to tackle the future together. CHANGE is a chance for us to make a common framework for qualified work and well-trained professionals in to provide the whole of Europe.“

Jürgen Kerner

„Good practice“ in Europe – proactive measures in companies and industry



GERMANY: GBR Initiative at Airbus

Strategic personnel planning at Airbus is indispensable, in order to secure know-how, jobs and work quality over the long term. When it comes to safeguarding the future, it is also important that the requirement for key qualifications be determined.

As a result, measures need to be taken today for the long term. What will companies be producing in ten years? What new developments will there be? What qualifications need to be established and strengthened, in order to secure jobs and locations both in Germany and in Europe over the long term?

The most serious effects of demographic change on the development of training and employment can already be seen today. That is why employee representatives at Airbus in Hamburg started an initiative for strategic personnel planning. The model links economic and strategic company goals with the associated requirements for training and employment. The result is concrete analyses and plans of action that will now be further refined within companies.

The elements of the Airbus initiative at a glance:

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Technology: How should production/development be carried out in future?

Programmes: What products should be produced/developed in future?

Cadence: What quantities should be produced?

Professions: What qualifications will be required in future?

Analysis of demographic and personnel development

Personnel: What personnel do I have, and what development is to be expected?

Professions: What skills/qualifications are present in the individual plants?

Proactive design (plans of action)

Education: Develop training/qualification plans for new technologies, familiarisation plans for new employees, determine whether enough employees are being trained, and if training is in the right professions.

Recruiting: Analysing requirements early on, observing the labour market, securing candidates in a timely fashion.

Mobility: Transferring employees amongst locations when necessary. Why not transfer work as well?

„Securing skilled workers is one of the key challenges of the aerospace industry. Our union policy for the sector and companies must therefore

- *counteract the ever-increasing burden on employees*
- *build up or expand a long-term personnel development*
- *develop or expand training programs for all employees*
- *promote professionals initiatives*
- *increase apprenticeships and age (s)-appropriate jobs*
- *encourage more young people and women in technical professions“*

Jürgen Kerner, Chief cashier and Executive member of the Managing Board of IG Metall (Germany)

„Good practice“ in Europe – proactive measures in companies and industry

SWEDEN: IGE day at GKN Aerospace

IGE day (Introduce a Girl to Engineering day) were held at GKN Aerospace, Trollhättan, in mars. The purpose of IGE day is to introduce girls, ages 12-19, to engineering. They get a chance to see the broad field of work for an engineer and in the industry.

In Sweden, over 60 percent of higher education graduates are women. In the case of technical education, like engineering, the numbers are much lower and 4 out of 5 Swedish engineers with a degree are men. Men especially dominate in the oldest age category (50-64 years). Closing that gap by attracting women to industries, like ours, is crucial for how we can secure future employees. So the IGE day is a great initiative from women engineers and female engineering students.

If a company or college/university is interested, they can hold an event by contacting the project. They will help them come in to contact with schools and girls in the target group they have chosen. The company or college will then plan activities for IGE day.

This year at GKN Aerospace, 50 girls from senior high school came. Last year it was about 35 girls from high school ages 13-15. The schedule included a presentation of GKN, practical activities with focus on cooperation and effective problem solving. They tried CAD and had a shop tour.

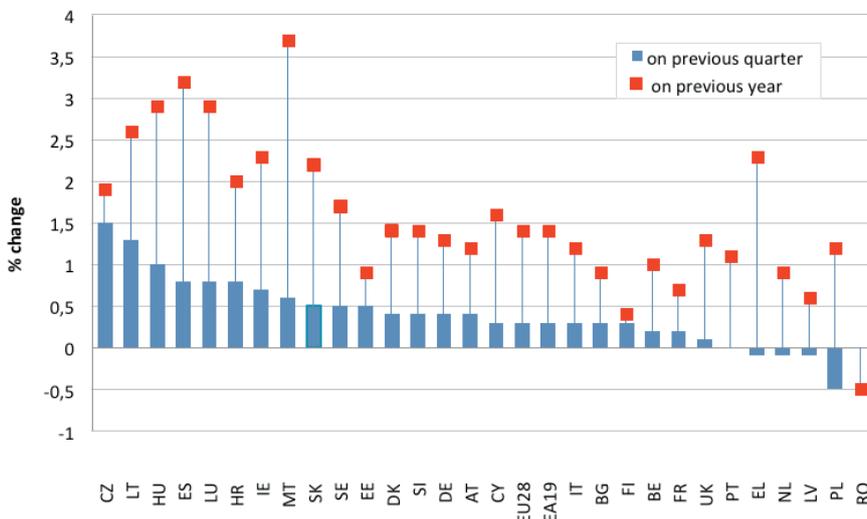
The IGE day is something that both local unions and the company agree, that we want to keep doing. Therefore, for example, we are making it an action for our goals of recruiting women, in our diversity plan for the coming years.

The group, responsible for IGE day at GKN, is already planning a new activity for girls, in their last year of high school, this coming fall.



Our colleagues from Sweden in discussion: Arturo Vasquez, IF METALL (on the left), Andreas Parkas, GKN (in the middle) und Susanne Bergström, SAAB (on the right)

Employment growth – EU, EA and Member States, 2016Q1



Quelle: EU Employment and Social Situation | Quarter Review | Spring 2016

Employment expands in most Member States

Employment in the first quarter of 2016 was higher than in the first quarter of 2015 in nearly all Member States except for Romania, where it was lower. Among the largest Member States, employment growth strengthened in Spain (3.2%), Germany (1.3%) and Italy (1.2%), slowed down in the United Kingdom (1.3%), Poland (1.2%) and remained the same in France (0.7%). Among the remaining Member States, employment growth continued to be the strongest in Hungary and Luxembourg (2.9%), and Malta, where it reached 3.7%.

Notes: pp = percentage points

„Good practice” in Europe – proactive measures in companies and industry

ITALY: Training packages for young people

„One Company” recognizes the central importance of actions aimed to strengthening collaboration between the school and the world of work in the belief that the company is a place of continuing learning that allows young people to be given more and better opportunities to have practical experiences and understand the „professional life” and corporate culture with the aim of preparing them for the real world of work.

With this aim the „One Company” promotes interventions (internships, lectures, tutoring) to the entire educational sector activating Alternating School Work paths, Technical Training Specialist (ITS) and participation of University course and Master that are in the interest of the company’s business, aimed at combining, on the one hand, the need of generational turnover and on the other the need to support active aging of senior workers through successful strategies of job retention in old age, involving them as teachers / tutors to support the necessary transfer of skills to young people who are part of the company.

For young workers, the „One Company” provides insertion training with the aim of:

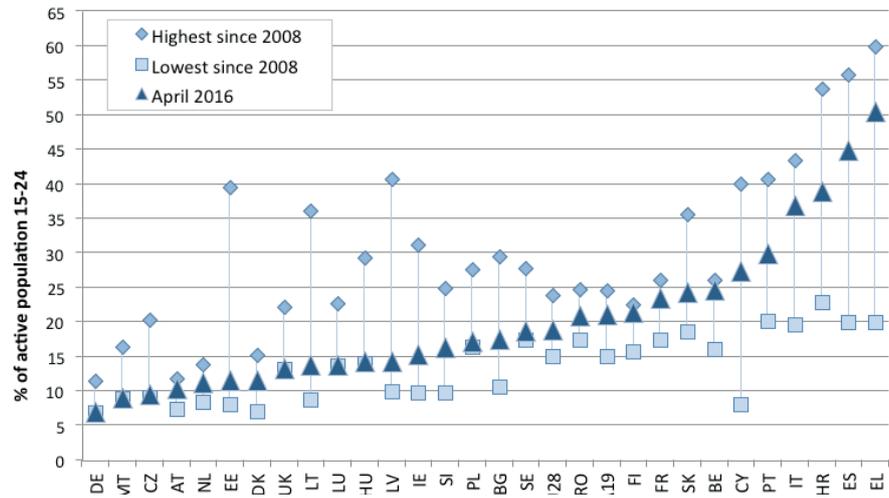
- promote the sense of identity and belonging to One Company;
- improve technical and professional skills through specific training and knowledge sharing;
- create and support cross professional, cross business and cross geographies and cross customers network;
- contribute to the definition of a personal developing plan.

Extract from: INTEGRATIVE AGREEMENT between Leonardo/Finmeccanica and Fim Cisl Fiom Cgil e Uilm Uil (signed on 2 february 2016)



Engaged discussion on the kick-off meeting: Fabrizio Potetti, FIOM, IT (middle), Manuela Ferri, TELESPAZIO SPA (left) and Juan Manuel Trujillo Garcia, CCOO, ES (right)

Youth unemployment rate in the EU Member States, April 2016 and highest/ lowest rates since 2008



Quelle: EU Employment and Social Situation | Quarter Review | Spring 2016

High youth unemployment in Europe

In the year to April 2016, the unemployment rate among young people aged 15-24 fell in most Member States. However, seven Member States had year-on-year increases during this period, notably Austria (3.8 pp), Belgium (3.2 pp), Latvia (3.1 pp) and Estonia (2.7 pp). The youth unemployment rate fell considerably in Croatia (6 pp), Spain (5.5 pp), Hungary (4.3 pp), the Czech Republic (4 pp) and Cyprus and Luxembourg (each 3.9 pp).

Despite some improvements, unemployment affects over 40% of young active people aged 15 to 24 in Greece (48.9%), Spain (45.3%) and Croatia (40.3%). It is more than 30% in Italy (39.1%), Cyprus (30.5%) and Portugal (30%). By contrast, youth unemployment rates are below 11% in Germany (6.9%), the Czech Republic (10.2%), Denmark (10.5) and Malta (10.8%).

Notes: pp = percentage points



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 (CHANGE) (VS/2015/0236)

The CHANGE project is a trade union initiative for shaping demographic structural, employment and training changes in the European aerospace industry with an eye towards the future.

Trade unions and works councils can demonstrate their initiative by contributing their sector-specific know-how and operational experience and helping to create solutions that are viable for the future.

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