



EU Policy on Skills in Aerospace & Defence Industry



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European Commission

Conference Future Skills for Europe's ASD Industry, Rzeszow 21/10/21



Policy Rationale

- **WHY**

The industry is facing challenges that need to be addressed if it is to remain competitive

Skills are essential for the future of the industry

- **HOW**

Supporting strategic cooperation between key stakeholders

- **WHAT**

Put in place framework conditions for cooperation



Blueprint for sectoral cooperation on skills

Sector to address own skills needs and specificities

Industry leading role - EU supportive role

At the EU/national/regional levels

1. Set-up a stakeholder partnership
2. Produce the skills intelligence
3. Develop a skills strategy
4. Encourage collaborative actions to close skills gaps

European Defence Skills Partnership



Facts & Figures

60 EDSP members from

20 EU countries

3 international conferences

9 workshops

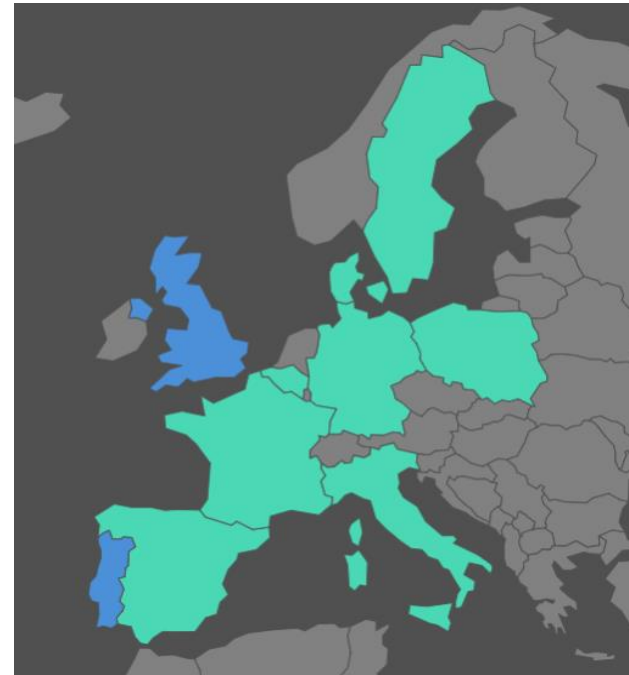
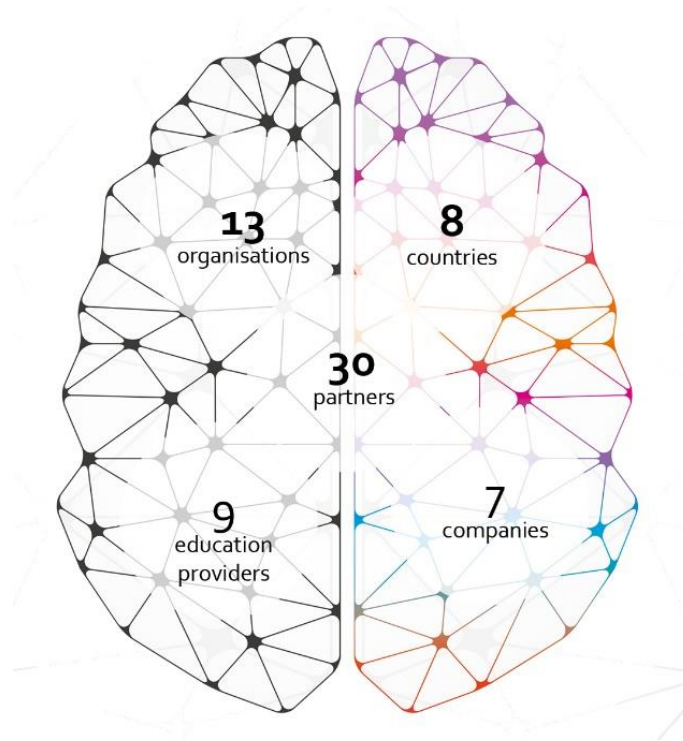
15 reports

www.eudsp.eu

→ **European Defence Skills Strategy**

ASSETS⁺

Alliance for Strategic Skills Addressing Emerging Technologies in Defence





Fostering skills for Europe's defence industries

1. A defence ecosystem to join forces and find new partners
2. Use EU programmes for working together in collaborative projects
3. EU harmonisation of education – qualification and certification of skills to consequently fill gaps, increase employability and mobility
4. Focus on the next generation of defence capabilities, technologies and skills
5. Develop a “spirit of defence” as value in the civilian ecosystem, and a “defence attitude” and become “the best partners for students”
6. Connect SMEs with activities at universities, encourage primes to match-make with SMEs
7. Use cross-sectoral fertilization in the education system



Pact for Skills

Expanded focus on entire aerospace & defence manufacturing

High political commitment by stakeholders to invest in training

→ Recovery from the pandemic

→ Green and digital transition

Aerospace & Defence Pact commitment

Upskill 6% of the workforce each year to reach 200.000 by 2026

Reskill 300.000 talents to enter the sector in the next 10 years

This would represent a private & public investment of €1 Billion



Industry

- **Airbus**
- **Saab AB**
- **Leonardo S.p.a.**
- **Hensoldt Group**
- **Safran Group**
- **Rolls Royce**
- **Navantia**
- **Sensus Septima**
- **Aero Vodochody Aerospace**
- **ATR**

Social partners

- **IndustriAll**
- **CEEMET**

Associations, regional clusters and partnerships

- **ASD Europe – European Aerospace & Defence Industry Association**
- **GIFAS**
- **BDLI**
- **AGORIA**
- **Assets+**
- **European Aerospace Cluster Partnership**
- **Aviation Valley**
- **CenSec**
- **European Welding Federation**

Education and Vocational Education and Training

- **University of Pisa**
- **University of Aalborg**
- **Rzeszow University of Technology**
- **Charles III University of Madrid**
- **Polytechnic University of Madrid**
- **University of Seville**
- **University of Nice**
- **Belgium Royal Military Academy**
- **Aerocampus Aquitaine**

4 Main axes of realization



Bringing the **outside in** and ensuring a sense check in terms of Competence & Workforce simulation

The duration should facilitate **fast up-skilling and re-skilling** 200,000 employees in EU by 2026

The capability to attract, develop and retain talents 300,000 people by 2030)

Bring the project at national and regional level to trigger relevant effective actions

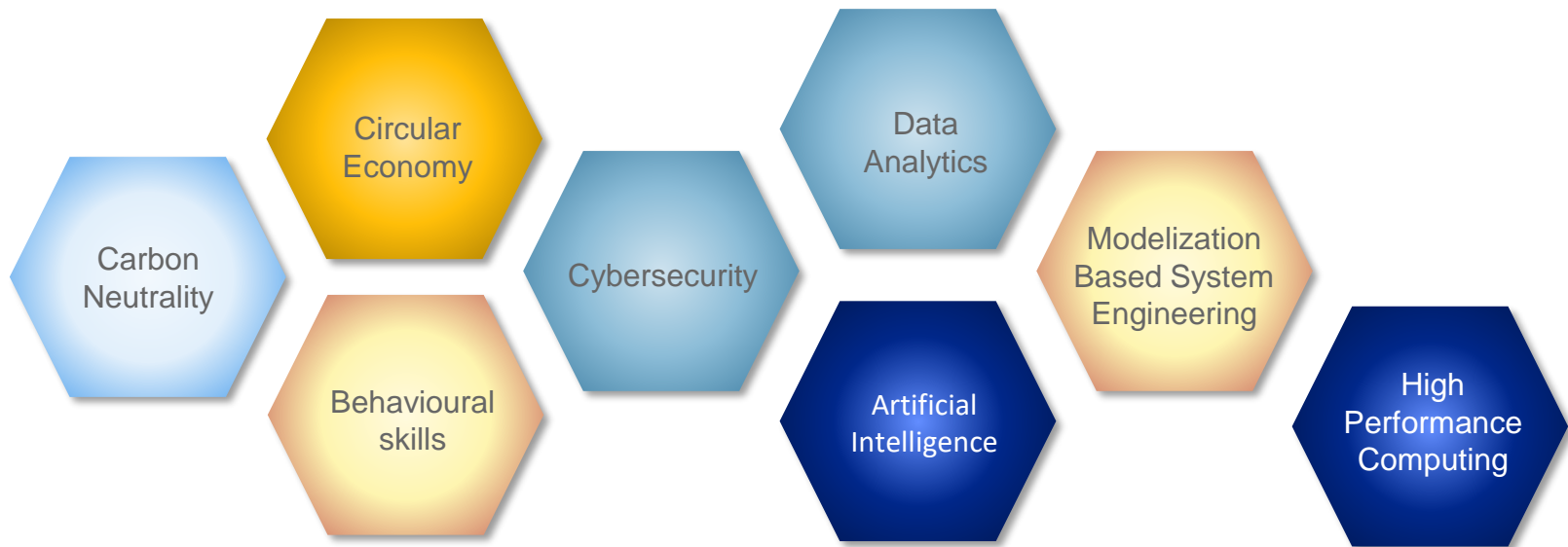
- ✓ Skills forecasting system
- ✓ Demographic analysis in EU (quantitative & skills)
- ✓ EU Qualifications, frameworks and grants

- ✓ Intercompany Training Centres / Network / on-line collaboration space
- ✓ Common online learning & European MOOCs
- ✓ Apprentices in the Industry (Including SMEs)
- ✓ Adapted Learning programs and path for Beginners, Practitioners and Advanced

- ✓ Apprentices in the Industry (Including SMEs)
- ✓ PhD Contests
- ✓ Sectoral Talent Mobility

- ✓ National and regional authorities engagement
- ✓ Funding
- ✓ National Associations and their partners including SMEs

Skills Forecasting : Top 8 common skills clusters to focus on





EU funding

→ **NextGenerationEU**

- **Recovery & Resilience Facility**
- **REACT-EU**

→ **EU Structural & Investment Funds**

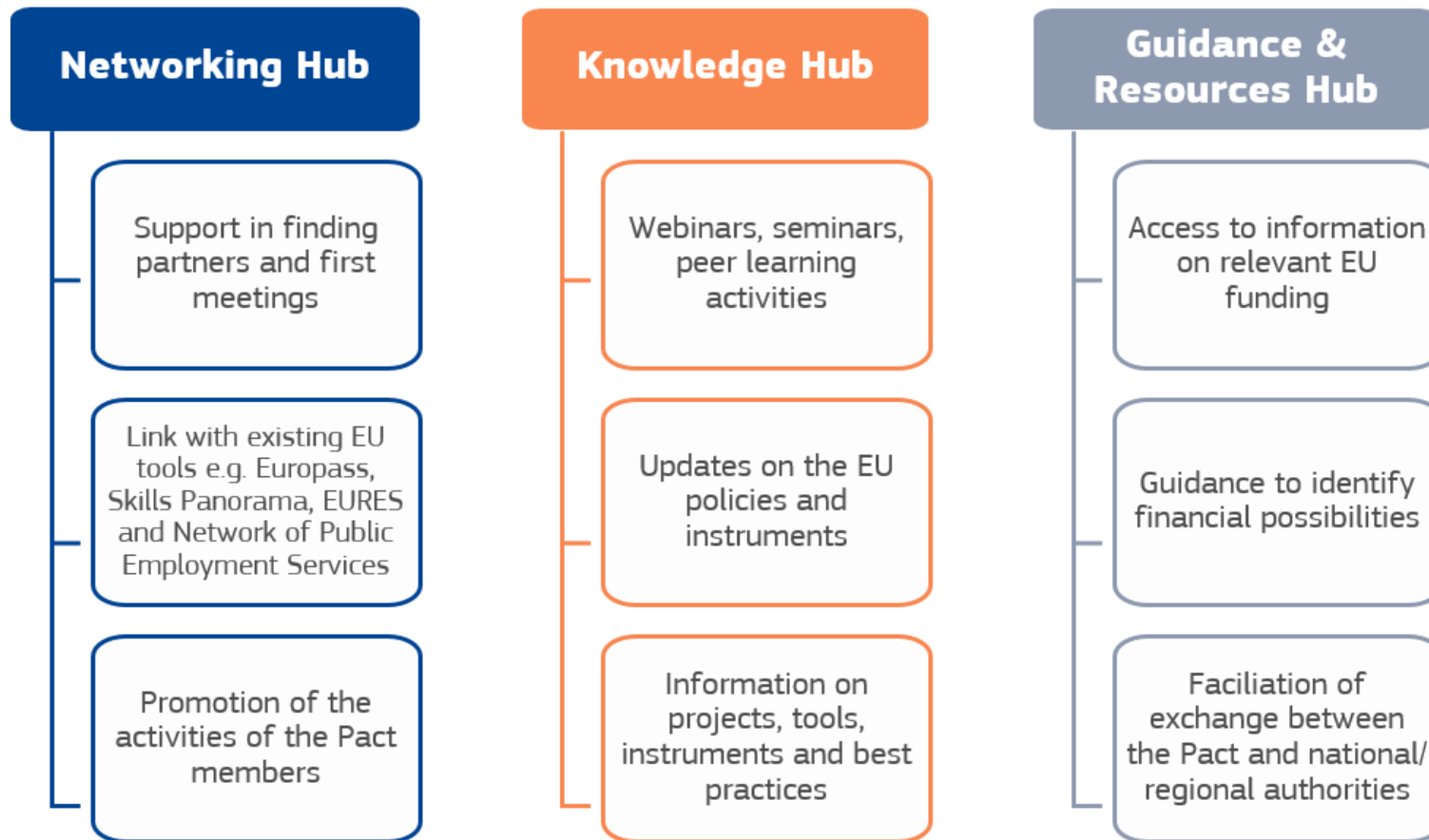
- **European Social Fund +**
- **European Regional Development Fund**

Key role of Regions

- **In planning & identifying regional priorities**
 - **Recovery & Resilience Plans and RIS3s**
 - **Cross-border actions in coop with other regions**

- **In supporting the absorption of funds**
 - **Launching calls for projects**
 - **Mobilising regional actors**

Commission support for Pact



Thank you for your attention!