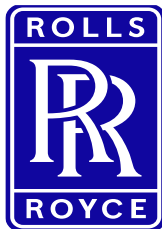




EUROPEAN NETWORK OF
DEFENCE-RELATED REGIONS

Aerospace & Defence Pact for Skills

How Regions and Member States can Contribute to the Pact?



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"Future Skills for Europe's
Aerospace and Defence Industry"
Rzeszów, 21-22.10.2021

The Pact for Skills = flagship initiative (European Skills Agenda, July 2020) for sustainable competitiveness, social fairness and resilience (*launch 10 Nov. 2020 during the EVS Week*)

Main objective = to mobilise resources and incentivise all relevant stakeholders to take real action to upskill and reskill the workforce, by pooling efforts and setting up partnerships supporting green and digital transitions as well as **local and regional growth strategies**.

Connected to the **European Industrial Strategy (and the Digital Education Plan)**

Importance of skills for the green and digital transitions and the opportunities they can create for people.

ASD signed it in Oct. 16, 2020 with the **ambition:**

to collectively ensure a continuous and sustainable supply of skills with equality and diversity for around 600.000 employees.

Four Main Axes of Realisation



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

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



The duration should facilitate **fast up-skilling and re-skilling** 200,000 employees in EU the next 5 years (by 2026)

- ✓ 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



The capability to attract, develop and retain talents 300,000 people in the next ten years (by 2030)

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



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

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

Skills Forecasting: Top Eight Common Skills Cluster We Want to Focus on



Regional Link: Main Focus

Germany

Hamburg, Bremen, Bavaria, Ulm, Darmstadt, Cologne, Brandenburg

France

Occitanie, Aquitaine, PACA

Spain

Getafe, Sevilla, Basc

Italy

Lombardia, Lazio, Piemonte, Campania, Puglia

Portugal

Poland

(Silesian Aviation Cluster, Podkarpackie Region)

Belgium

(Flemish Aerospace Group and Skywin)

The Netherlands

(Netherlands Aerospace Group)

Finland/ Sweden



Our main next step is to connect with national/regional authorities via ASD companies, national associations and Social Partners groups

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Funding Available for Skills and Managed at MS Level

- Recovery and Resilience Facility
- Erasmus +
- European Social Fund +
- European Regional Development Fund
- Social Cohesion Policy EU programs
- InvestEU

The European Commission will set up a support service by Sep 21 to help stakeholders addressing the right tool according to the specific projects

Partners

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**
- **AED Portugal**
- **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**

How do Skills fit into the updated EU Industrial Strategy

Disruptive technological changes (Digital Transition)
Green Transition
Global competitiveness
+
Covid-19 crisis



5 May 2021



14 "strategic" ecosystems including
Aerospace & Defence

Toolbox to deliver
the European
Strategy



Focus on **Skilling and Reskilling**



Coordinate EU investment in skills. Funds accessible through national authorities:

- Recovery & Resilience Facility (RRF) => €672.5Bn
- European Social Fund + (ESF+) => €87.3Bn
- European Regional Development Fund (ERDF) => €200.4Bn
- ERASMUS+ => €23.4Bn
- [...] + Horizon Europe, Digital Europe Programme

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The President of the European Commission Ursula von der Leyen said
(yesterday):

“People need the right skills to adapt to changing career paths and find new jobs in an evolving labour market. This is all the more critical if we are to achieve a fair, sustainable and inclusive transition to a green and digital economy.”

Tripartite Social Summit. October 20



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Thank you for your attention!



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