

Pact for Skills – Skills Pact for Aerospace and Defence

October 2020

The Challenge

ASD and the Top leaders of European Aerospace & Defence Industry have confirmed on 16th of October their full engagement to the European Pact for Skills plan for their relative eco-systems highlighting the crucial need to collectively address our unprecedented challenges: COVID crisis; climate neutrality; Competitive environment (Fast digitalization, Industry 4.0); Demographic (aging staff); low attractiveness to young talents and to women.

The Ambition

ASD top executives call for the creation of a Pact for Skills in Aerospace & Defence in close cooperation with universities and VET organisations, regional clusters and partnerships to act upon the following engagement.

Our ambition is to collectively ensure a continuous and sustainable supply of skills with equality and diversity for around 600,000 employees¹ in major actors and their whole supply chain to reach our ecosystem sustainable growth, considering : The Carbon Neutrality, The Industry 4.0, The Digital Transformation, The European Aerospace and Defence Programmes.

The Proposal

We propose to develop and run concrete solutions on three main axes: **(1) The Skills Forecasting** with the objective to anticipate all main skills gaps we will need to address on time collectively, considering Industry Skills needs and EU demographic skills forecasts for next five to ten years. **(2) The Up-Skilling/Re-skilling Programmes** set-up with the objective to develop and implement solutions allowing to up-skill and re-skill of around 200,000 employees (30% of current workforce) in EU the next 5 years (by 2026) in emerging & transforming jobs. **(3) The Talents development and engagement** to elaborate partnerships programs to boost attraction, development and retention of talents, considering we will need 300,000 people in the next ten years (by 2030) to join our industry.

The Commitment and the Key Performance Indicators

The partnership will ensure sectoral cooperation based on commitment of all stakeholders involved including Social Partners representatives, well-established and functioning anticipation system, and systematic recognition and mutual recognition of skills and qualifications acquired across the EU. The goal is to reskill 6% of the workforce each year to reach the target of 200.000 and upskill 300.000 talents to enter the sector in the next 10 years. This would represent an estimated budget of €1 Billion based on an average cost per individual of 2,000 €.

Additional KPIs will be defined including number of stakeholders involved, geographic coverage in engagement with national, regional and local authorities, number of graduates and trained individuals and of new incumbents, areas of the ecosystem covered, equality and diversity, number of competences in the ESCO database etc.

ASD will contribute in particular to ensure common Aerospace Industry orientations and actions are at the focus setting up the different activities and to ensure the full Industry eco-systems, key partners and observers have access and knowledge about it.

⁽¹⁾ Figures are extrapolated from ASD database

Organizations engaged on Pact of Skills Aerospace and Defence

Industry

Airbus

Saab AB

Leonardo S.p.a.

Hensoldt Group

Safran Group

Navantia

Sensus Septima

Aero Vodochody Aerospace

Associations, regional clusters and partnerships.

ASD Europe – European Aerospace & Defence Industry Association

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

Social partners:

IndustriAll

We had initial positive exchanges with **CEEMET** who agreed in principle on this initiative but could not sign this document due to the very short notice.