



Developing the Right Skills for the Future of the UK Aerospace Industry

Mark Stewart, General Manager and HR Director, Airbus



Aviation drives the global economy

Growth

Air traffic
doubles every 15
years

62.7 million

Jobs supported

\$2.7 trillion

Global GDP annually

33,070

New aircraft
Required in next
20 years

\$5.2 trillion

Potential value

Source: ATAG 2015 and Airbus GMF 2016

The sun never sets on Airbus



55,000

Employees

€45.8billion

Annual revenue*

10yrs

Backlog

400

Operators

9,920

Aircraft Delivered

Data to end 2015, deliveries to end July 2016

In the UK we make it fly



Why Skills Matter



The UK Aerospace Industry

UK Aerospace Sector in numbers

£31 bn
turnover

£27 bn
exports

30%
productivity
growth since
2010

128k
direct
employees

4.1k
apprentices

#2
globally

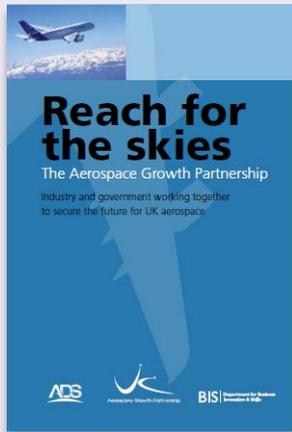
#1
in Europe

250k
direct and
indirect jobs



UK Aerospace Industrial Strategy

Aerospace Growth Partnership Publications



“Reach for the Skies” 2012



“Lifting Off” 2013



“Flying High” 2014



“Means of Ascent” 2016

Download at: www.theAGP.aero

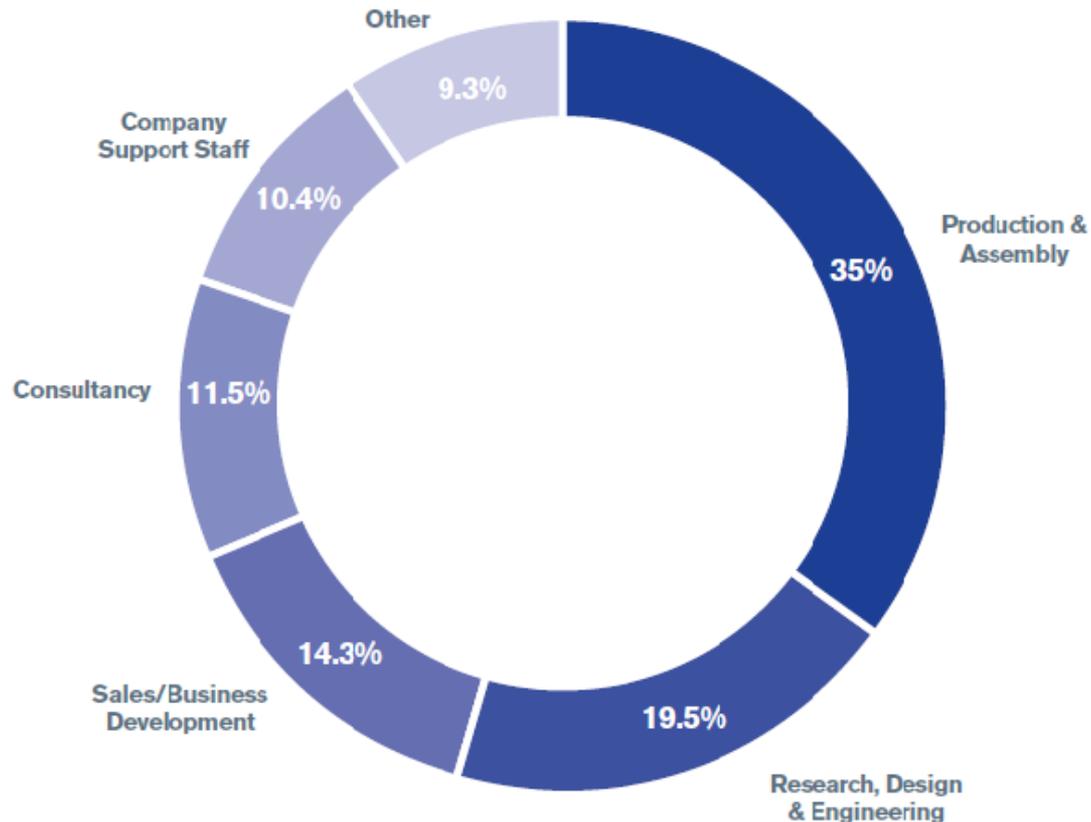
Why Skills Matter



Aerospace Growth Partnership Skills Initiatives

Increase in research, design and engineering skills

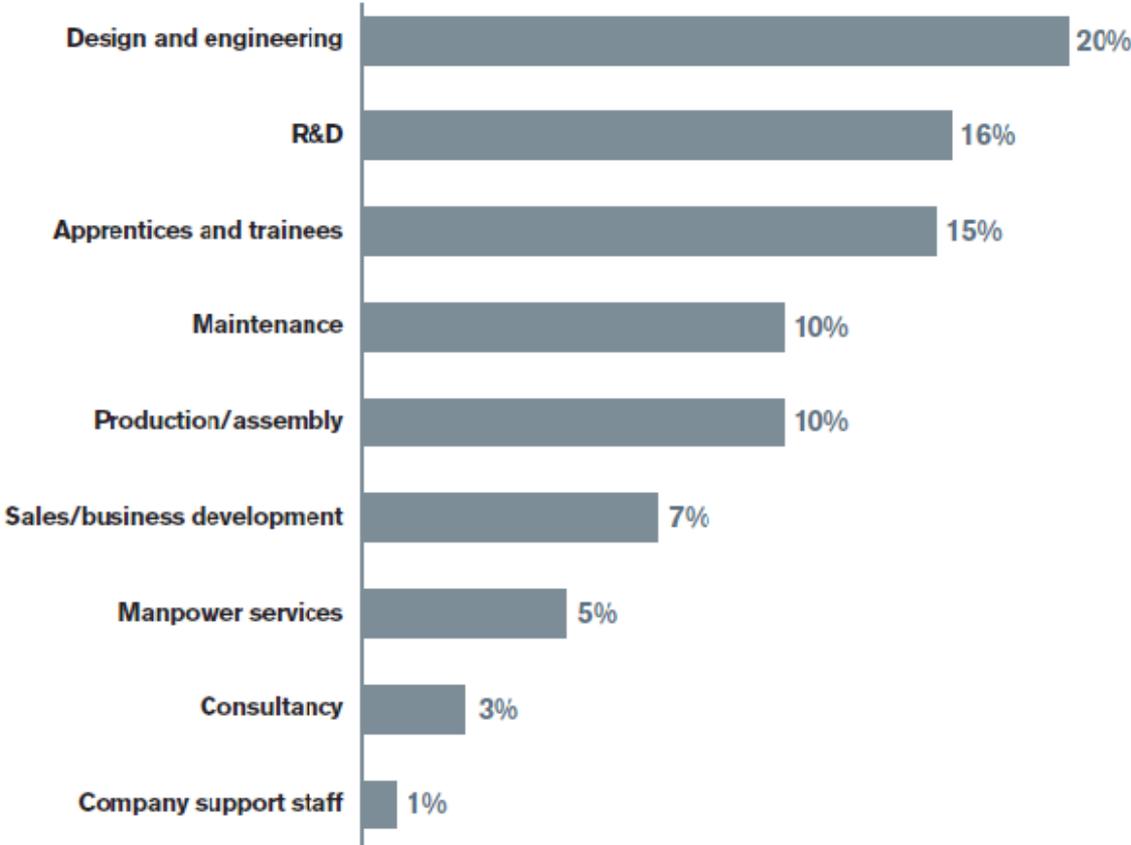
% of employees in UK Aerospace companies, by job function



Source: ADS/GfK NOP Industry Intelligence Survey 2015

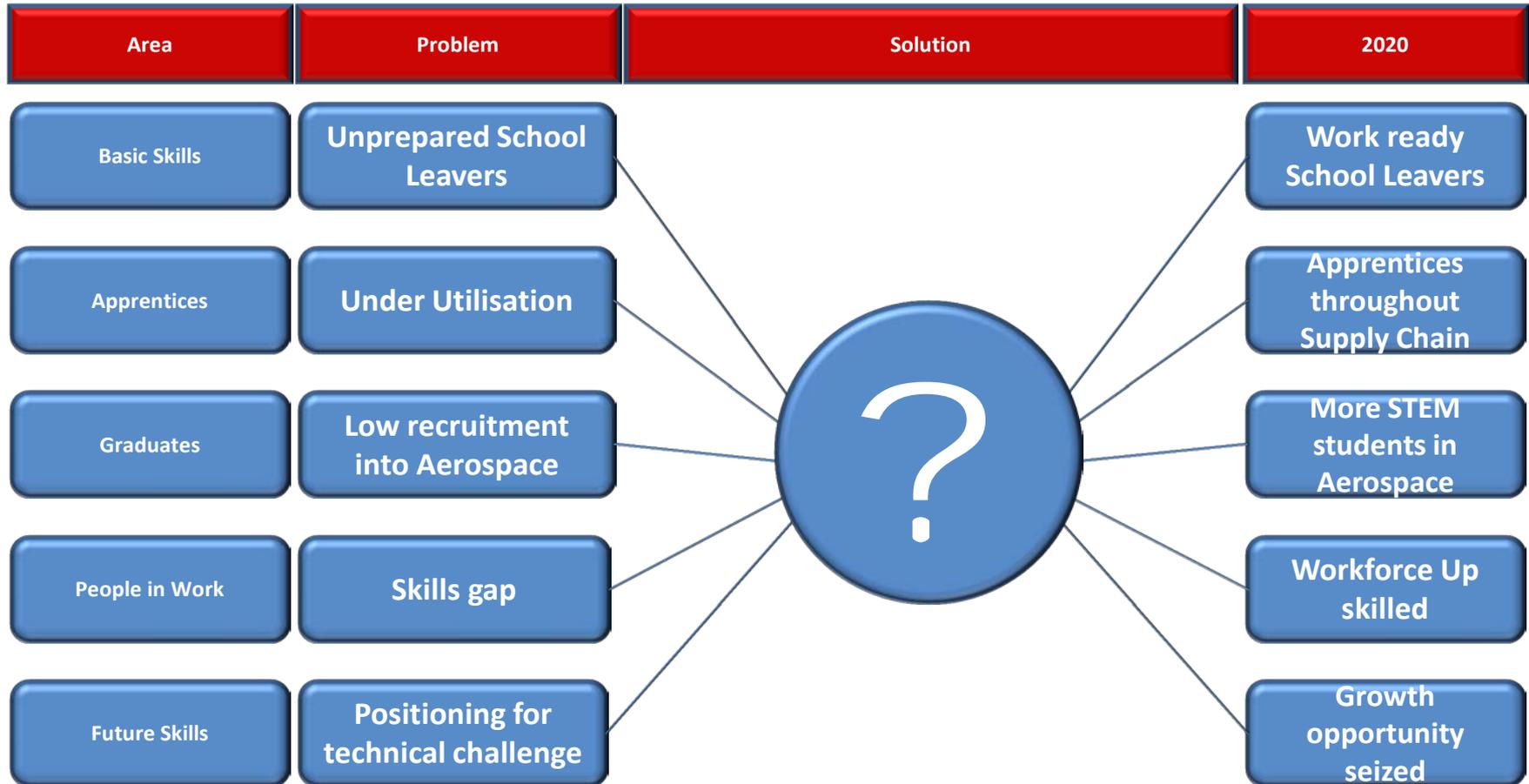
Access to skills for innovation a concern

% of companies not confident of accessing specific skills



Source: ADS/GfK NOP Industry Intelligence Survey 2016

Our Skills Dilemma - What are the Key Priorities?



Secure the workforce of tomorrow by making
Aerospace the industry of choice

AGP Skills – What have we achieved so far?



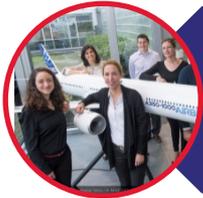
Jointly sponsored 500 Aerospace Engineering MSc bursaries



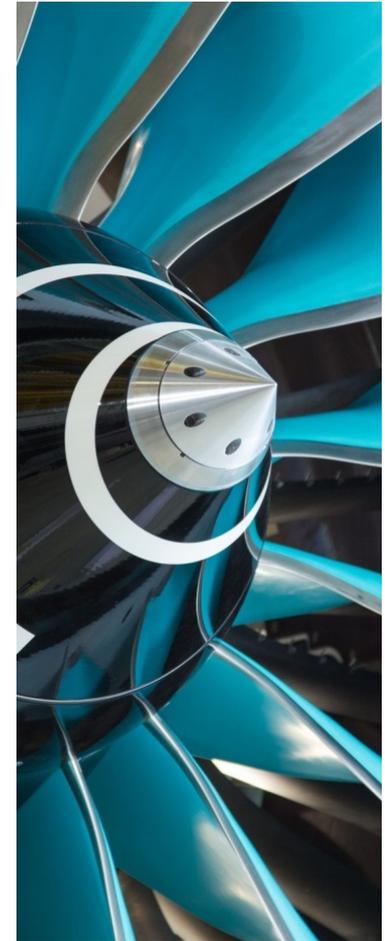
Took a leading role in the Government's 'Trailblazer' development



Created an 'Employer Ownership Pilot (EOP) to tackle skills gaps



Supported the 'Women in Aviation' Mentoring Scheme



AGP Skills – What next?



Continued support for MSc 500



Promotion of Future Skills – Early Careers



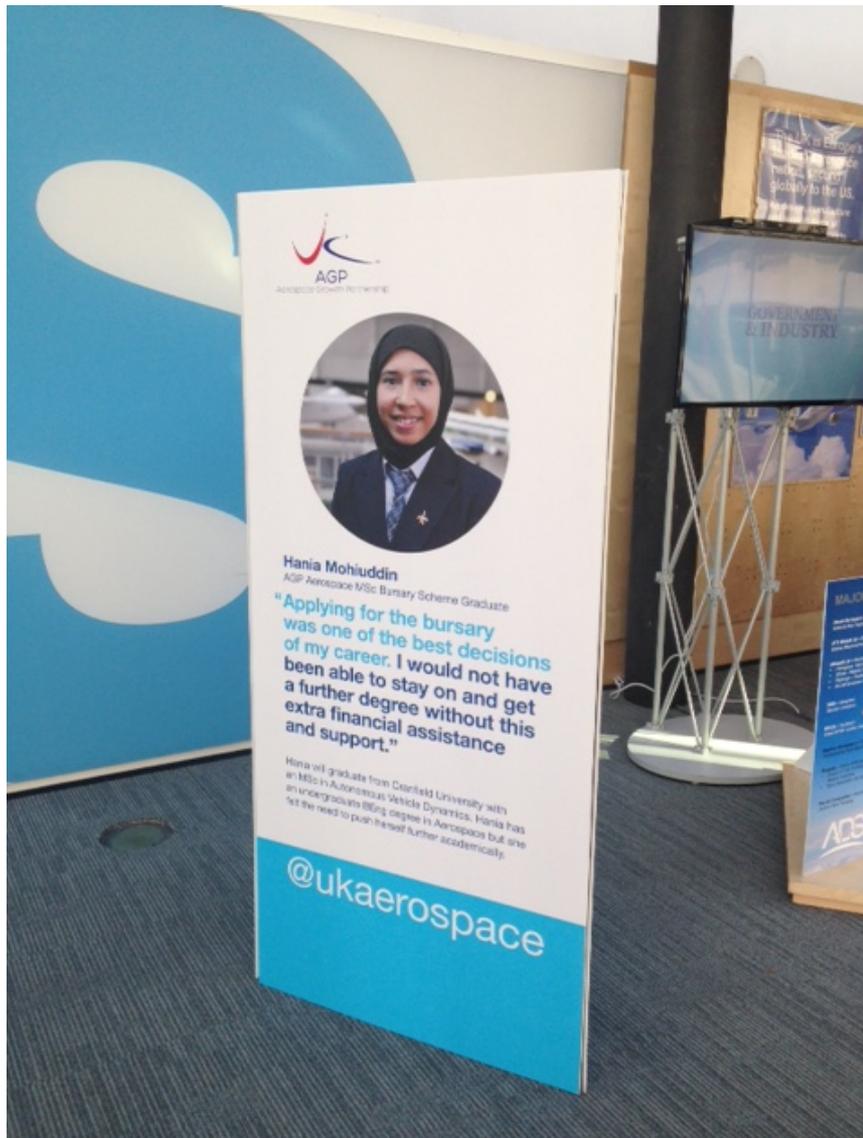
SME Skills Engagement



Apprentice Levy

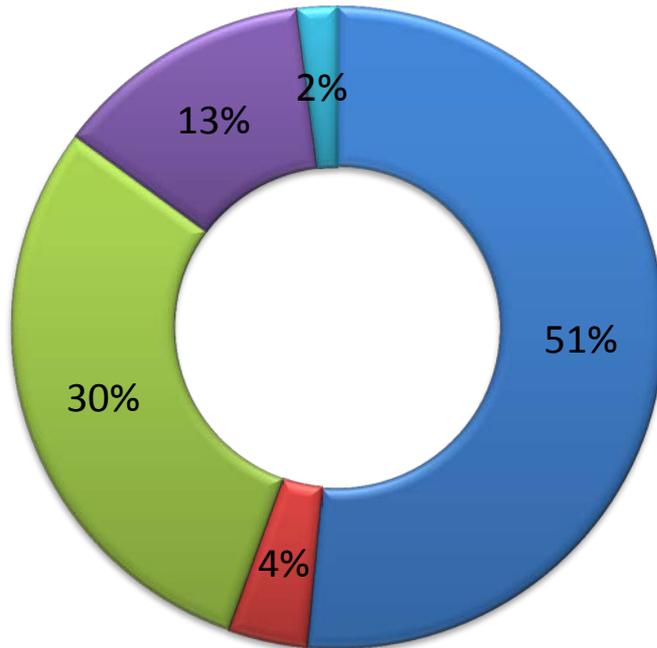


Bursary Holders Case Study- BEIS Exhibit



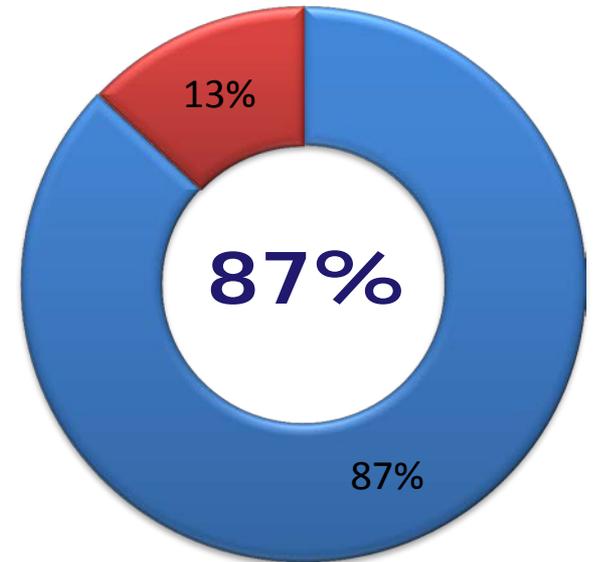
MSc Bursary Programme – Survey Results

Jan 2016 Cohort – Main Activity respondent was undertaking



- Employment
- seeking employment
- other

- Waiting to take up a job offer
- full time study



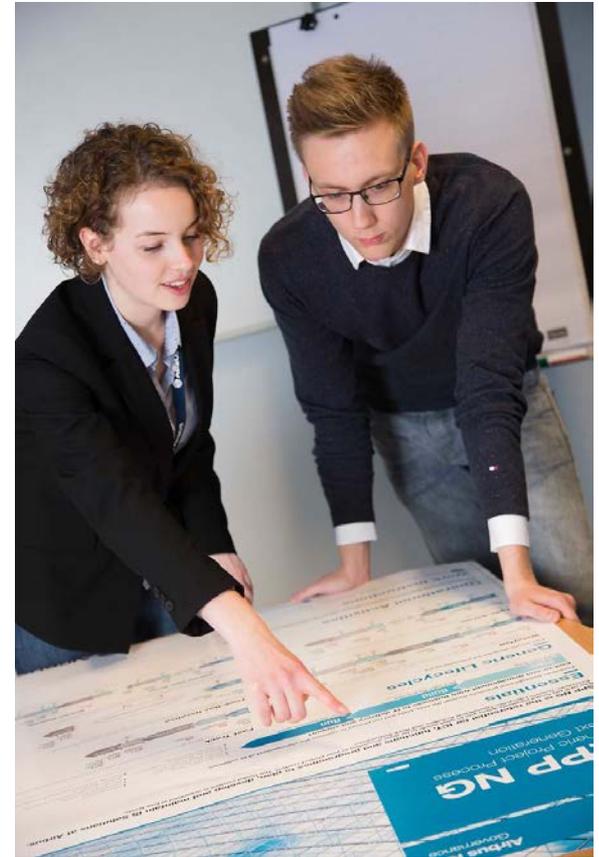
- Aerospace
- Non-aerospace

Final Survey to take place in January 2017

Priorities for 2016 – Early Careers

Apprentice Recruitment Solution

- To assist companies in the aerospace supply chain in the recruitment of apprentices, a clearing house solution is being developed for aerospace.
- Sponsored by the AGP
- Developed by getmyfirstjob.co.uk
- Working on funding proposal from Gloucester LEP
- Due to be launched in Autumn 2016



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Priorities for 2016 – Early Careers

Aerospace Industrial Cadet Programme

- School and 11 to 19 pupil engagement programme
- 10 employers are engaged
- Future engagement: RAeS and AGP to share leaflet with members/development of leaflet for SME's



Leonardo Helicopters Case Study

- 16 students graduated
 - 30hrs hands-on experience
 - Practical Exercises mixed with basic workplace skills and theory



"I always had in my mind that I would go to University to study Engineering, however, after this week, I am definitely going to apply for the Apprenticeship"



Jon Dennison Bursary Launch 2016

Funded by industry and launched at Farnborough 2016, the Jon Dennison Bursary fund will:

- Give under-privileged school children the opportunity to attend 'Headstart' programmes at Universities across the country
- Run over 3 years, with 15 bursary holders each year
- First bursary holders start in 2017



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Priorities for 2016 – Early Careers

University Technical Colleges (UTCs)

- Supporting initiative to encourage more school leavers to go into aerospace
- Specialist schools focussed on developing future engineering talent
- Employers can shape syllabus and design projects and case studies for students



University
Technical
Colleges®



Aerospace Growth Partnership

Priorities for 2016 – SME Engagement

Working closely with the Aerospace SME community on 3 key areas:

LEADERSHIP

- Ambition/Growth & Plans/Productivity/ Competition

SKILLS PLANNING AND DEVELOPMENT PROCESS

SPECIFIC SKILLS SHORTAGES

- Manufacturing Engineers
- Continuous Improvement/Lean
- Supply Chain Management

Launched in Summer 2016, these projects will allow companies in the UK aerospace supply chain to properly manage skills in their workforce.

Priorities for 2016 – Apprenticeship Levy

Working closely with Government



Collaborating with whole UK aerospace sector



Maximising levy returns for SMEs in the supply chain

And so...

- Fantastic sector to work in
- Great opportunities in the UK and globally
- Academia has a key role in working with industry to address current and future key skills shortages
- SMEs need to wake up and smell the coffee!