



WORKSHOP 2

15.-17. February 2017, Toulouse (France)



Progress of project implementation on February 2017

Gisbert Brenneke / AuL Bielefeld



Task plan **State of of project implementation** **(1)**

Activity	Ready	➤ until Sep 2016	➤ until Feb 2017	➤ until July 2017
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Information & dissemination

Flyer	✓			
Handbook	✓			
Website	✓	Constantly updating and additions		
Newsletter	✓	Newsletter 1 + 2	Newsletter 3	Newsletter 4

Demographic change, skilled workers and personnel work (analysis and deveopment)

Questionnaire „Demographic change and personnel work“)	✓			
Implementation of the survey	38 from 45	GE – 16 SE – 2 RO – 3	FR – 9 UK – 2 IT – 3	ES – 1 PL – 2
Evaluation, conclusions and results	✓	Presentation of the results (Workshop A)	Evaluation 1 (by regions) Evaluation 2 (by regions & companies)	
Criteria list „National sector profiles“ (contents)	✓			
Overview aerospace sector (basic information)		Partly – different infos from: DE, ES, FR, RO	Missing!!!	
Elaboration sector profile (written version according to uniform classification)		No results	No progress!!!	



Task plan **State of of project implementation** **(2)**

Activity	Ready	➤ until Sep 2016	➤ until Feb 2017	➤ until July 2017
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Meetings and Events

Steering Committee 1-3	✓	Hamburg (DE) Brasov (RO)	Rom (IT) – Jan 17	
Kick-off Meeting	✓	Potsdam (DE)		
Workshop A	✓	Madrid (ES)		
Workshop B	✓		Toulouse (FR) – Feb 17	
Final conference				UK – July 2017 NEW

„Hard“ Results

Evaluation report „European survey“	✓	Workshop A (Madrid)		
Workshop – Report A	✓		Summary 1 (website)	
Workshop – Report B				Summary 2
European Sector Profile (Synopsis)		National Profiles ?	Elaboration	Completion
„Strategical Projects“ (as national Best – Practices)		Workshop A analysis & development	Workshop B Implementation (1) and Workshop B	Final Conference Implementation (2) Evaluation & results
Handbook „Demography and personnel work in companies“				Completion June – September 2016



Sep 2016

February 2017

(Sep. 2016 – Juli 2017)

July 2017

WORKSHOP A

Analysis & Development

3 Priorities for action:

- Securing skilled workforce**
- Ageing-appropriate work structures** („Staying healthy and competent in employment“)
- Age-appropriate work structures** („Diversity & offers for specific groups of employees“)

Instrument:

European survey in companies & (national) plans for action

WORKSHOP B: STRATEGIY & PRACTICE

National activities and best-practice projects on company resp. TU-level

AIM: Recruiting, promoting, training, securing and binding of skilled employees

FOCUS: Evaluation and interim reporting of the actions from:

- Germany
- United Kingdom
- Italy
- Sweden
- Romania
- Spain
- France
- Poland

RESULT:

Each partner / country has successfully launched a best-practice initiative

FINAL CONFERENCE

„Personnel work, securing skilled workforce and age management in Company“

Contents:

- Results from European survey**
- European Sector Infos** (Synthesis Report)
- Fields of action for personnel work & age management**
- Tools & Materials**
- Best-practice-Initiatives** (Trade Unions & works councils)
- Conclusions and Recommendations**



Agreed national projects from Workshop (A) – Madrid (Sep. 2016)

PL Collective Agreement
 Aerospace
(Negotiation in Social Dialogue)



UK Measures to retain
 qualified young workers
(RollsRoyce)



FR Future plan „Skilled
 workforce development“
*Needs for new skills and
 qualification in aerospace
 companies*



RO Company Agreement
*on the binding and promotion
 of young workers*



IT Implementation and
 evaluation of the
 Finmeccanica agreement



SE Collective Agreement
*to combine employment with
 training for young unemployed*



DE Information campaign
*Know-how transfer between
 elderly and younger
 employees*



ES Acquisition of know-how
*for influencing the skills and
 training needs for employees at
 ITP*





Information and dissemination



Project - Flyer



**Project-Handbook
 2015 - 2017**



Website
www.air.change.eu



Newsletter 1-3
 Newsletter 4



European Survey
 "Demography, personnel
 work and employment"



Workshop Report A
 Workshop Report B



**Sector- &
 Company-Profiles**
 from aerospace industry



Manual
 "Personnel work and age
 management"



Website www.air-change.eu



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Demographischer Beschäftigungswandel
 Herausforderungen für Gewerkschaften und Betriebsräte in der europäischen Luft- und Raumfahrtindustrie

CHANGE fördert strategische Konzepte und betriebliche Handlungsansätze für eine demografiefeste Personal- und Arbeitsorganisation.

CHANGE unterstützt betriebliche und gewerkschaftliche Interessenvertretungen bei der nachhaltigen Gestaltung von qualifizierten, gesunden, alters- und altersgerechten Arbeitsplätzen.

CHANGE eröffnet Chancen für Beschäftigte und Unternehmen, mit zukunftsfesten Arbeitsplätzen und innovativen Beschäftigungsmodellen im globalen Wettbewerb stärker zu werden.

Europäisches Projekt in
 Trägerschaft von



in Kooperation mit



[Projektflyer](#)



VS/2015/0236
 Demografischer



Next steps (February – July 2017)

Final Conference
NEW DATE **Proposal: 11. -13.07.2017 or 12. – 14.07.2017**

Information & dissemination

Website	✓	Constantly updating and additions
Newsletter	✓	Distribution Newsletter 3 (from January) & NL 4 (July)
„Visibility“	NEW	Checklist „Activities for Publicizing“ of the project

Demographic change, skilled workers and personnel work (“National Projects”)

Interim Reports
(from February 2017)
Deadline: 15. March 2017

Brief written status report of implementation
(if not yet submitted)
According to the criteria list
 Format: PPT or Word-doc

Final Reports
Deadline: 30. June 2017

Written Report
 >>> **Evaluation of the action** (plan, process, methods, implementation)
 >>> **Final Results** (effects and further work)
Format: Word-document
Volume: 4 – 5 pages