AGP: Aerospace Growth Partnership
Why Skills Matter

AGP ESP
Employer Skills Programmes
## Our Skills Dilemma - What are the Key Priorities?

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Secure the workforce of tomorrow by making Aerospace the industry of choice
Aerospace MSc Bursary Scheme

http://goo.gl/Jmm2aS
MSc Bursary Programme

£6m offering developed in partnership with leading employers, to help the UK stay ahead of its global competitors by developing the aerospace sector’s professional workforce.

- A total of **500** MSc bursaries
- Committed over **3 years**
- To develop and attract **diverse talent**
- **381** bursaries awarded to date **100** graduated
- **208** to graduate **2015**
MSc Bursary Programme

1st Survey Results – January 2015

- 83.3% completed the Survey [45]
- 91.1% Completed their MSc (One failed thesis due to job change - within aerospace)
- 26.7% In Additional full time study
- 51.1% are in employment of them 60.9% are employed both in aerospace and in the UK
Talent Retention Solution (TRS)

Created by business for business

Connecting people with opportunities...
• Free for SMEs to access
  • Access to first cohort of MSc who have completed their studies
  • Dedicated portal: www.talentretention.biz/aeromasters

3,500+ engineers registered

700+ companies registered...
• Total solutions platform for Advanced Manufacturing & Engineering sectors
To access [www.talentretention.biz](http://www.talentretention.biz) or the MSc. Aeromasters Portal ([https://talentretention.biz/aeromasters](https://talentretention.biz/aeromasters)) and then select ‘Aerospace Companies’ and the select LOGIN.
Employer Skills Programmes

Address critical Engineering Skill Shortages

AGP ESP

Specialist Skills
Knowledge Management
Early Careers
Apprenticeship Frameworks
Project Management

Develop KM toolkit, embed KM ethos, run pilot
Develop Aerospace specific PM course and deliver a pilot

Define and standardise 22 apprenticeship frameworks that will take effect nationally from 2017
Deliver Apprenticeships, Graduate Internships, Traineeships, Work Experience and Teacher Placements across the Supply Chain
Employer Skills Programmes

A series of aerospace focussed programmes designed by Employers collaborating across the Aerospace sector to close skills gaps through all stages of people’s careers.

- £20.7M combined commitment from government & Industry
- Committed over next 2 years
- To include 1,041 participants
- Throughout the aerospace supply chain
Critical key skills: Landing Gear, Fuel Systems, Fatigue and Damage tolerance, Manufacturing Composites, Design and Analysis & Systems Engineering

6 MSc level specialist courses developed and launched

9 Organisations supporting: Airbus, Agusta Westland, GE, GKN, Rockwell Collins, QinetiQ, Thales, SEMTA and RAA

Expected output: **Up Skilling** of employees in specific specialist skill identified as key capabilities.
WS 2 - Early Careers

For the **Supply Chain** deliver Apprenticeships, improve Internships, Work Experience and Teacher Placements opportunities

BAe commenced their first cohort of **23** apprentices for supply chain **GKN/Airbus** looking to offer **19**

6 Employers on behalf of the **Supply Chain** BAe GKN Airbus Marshalls Agusta Westland & Safran

Expected output: **Skills for Supply Chain** and improving **School Engagement**
Define and standardise apprenticeship frameworks that will take effect nationally from 2017. 11 have been approved, 4 are being worked on, a further 3 are being considered. Large and SME, Professional Engineering Institutions, regulatory authorities such as the CAA and our Awarding Organisations all involved. Expected output new standards for Airworthiness /MRO & Aerospace.
The following diagram shows a range of sector specific occupations mapped at different levels, enabling opportunities for further academic attainment, career progression and increased responsibilities.

Key:
(tbd) = potential to be developed as a Standard
= progression route

Level 7
- Systems Engineer
- Aerospace Sector Occupations

Level 6
- Compliance & Safety Manager (tbd)
- Aircraft Maintenance Manager (tbd)
- Duty/Shift Manager (tbd)

Level 5
- Aircraft Maintenance Fitter Technician
- Team Leader (tbd)
- Airworthiness Quality, Planning and Safety Technician

Level 4
- Aircraft Maintenance Mechanic (Military)
- Continuing Airworthiness Technical Administrator (tbd)
- Aircraft Maintenance Certifying Engineer

Level 3
- Aircraft Maintenance Fitter Technician
- Compliance & Safety Manager (tbd)

Level 2
- Aircraft Maintenance Mechanic (Military)
WS 4 - Project Management

- Develop Aerospace specific PM course
- Understand demand and confirm training plan and delivery mechanism
- Lead by Airbus, AgustaWestland and Rockwell Collins
- Expected output PM Course and accredited Qualification

Launched
WS 5 - Knowledge Management

Develop KM awareness and capability particularly in the Supply Chain

Develop toolkit, embed KM ethos, run KM interventions

Lead by Airbus supported by others including ADS

Expected output improved KM capability in the Supply Chain
Toolkit available to help
Future of Skills
Aerospace Industrial Cadets

An exciting opportunity for aerospace to harmonise and align their approach to providing work experience.

Building on Industrial Cadets deliver a specific Aerospace Programme offering fit for all

Co-ordinated strategy to encourage young people into aerospace.

Enable provision of work experience in aerospace across the UK
AGP – Undergraduate Bursary

Looking to after 2017 when the current MSc Bursaries programme finishes. Aim to target Year 12 students into 3-4 year aerospace degree, providing talent across the whole industry.

£10K per award over the length of the course

20 Awards per year

To develop and attract diverse talent

Summer and intern placements and / or jobs guaranteed in Tier 1 & supply chain companies