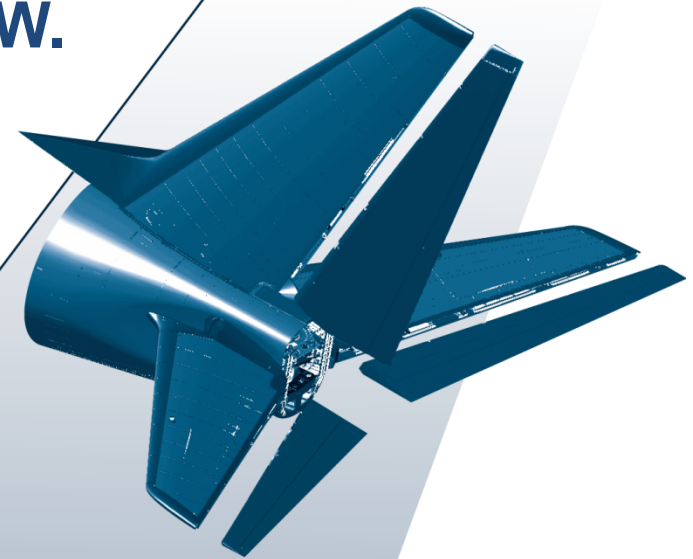


LOOKING AT THE FUTURE: THE FUTURE OF EMPLOYMENT AND THE ROLE OF COMPETENCE MANAGEMENT AT THE INDUSTRY. AN AERNNOVA VIEW.




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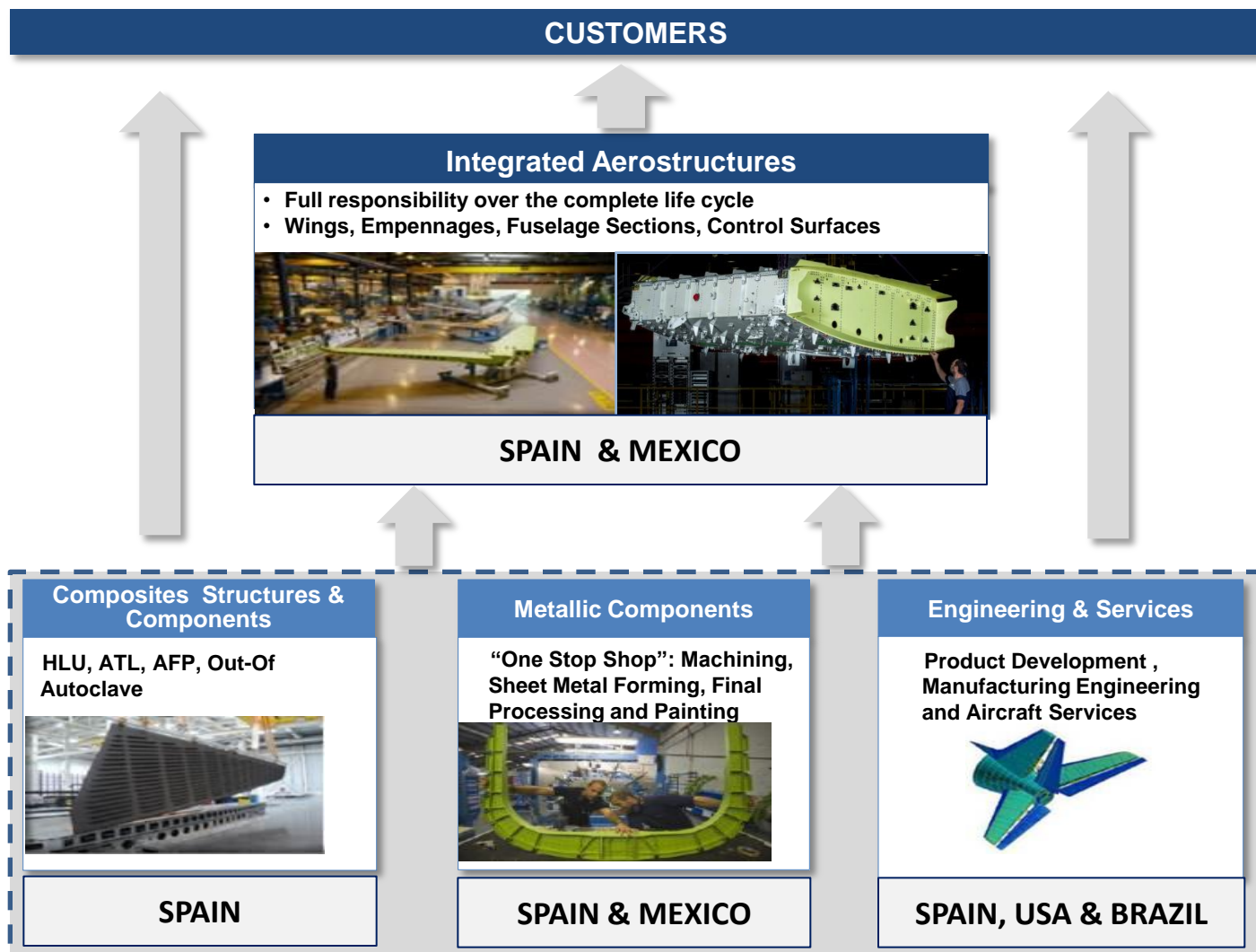
AERnnova

Dr. Miguel Ángel Castillo
VP Technology Development
20 June 2019, Bilbao

- Aernnova Overview
- Aernnova Competence Management
-  Initiative
- Aernnova Competence Management Review
- Enhanced education approach

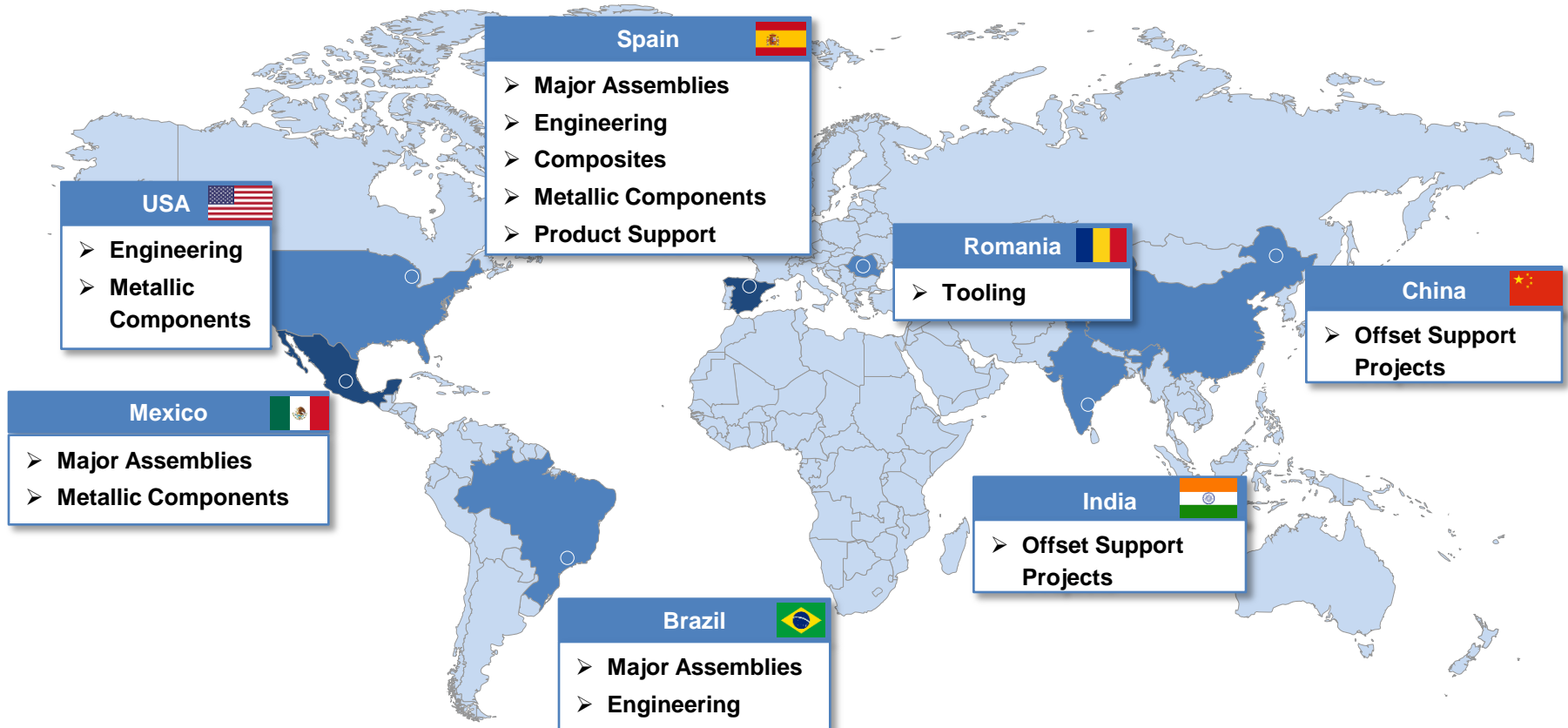
A World-Class Supplier of Integrated Aerostructures, Components and Engineering Services through Four Business Segments

- 100% Private Company
- + 700 Million € Rev
- + 4600 Employees
- 7 Countries
- 19 Locations
- + 18 Customers



Aernnova Overview

Headquartered in Spain, Aernnova has expanded its presence globally through its Manufacturing and Engineering Centers in Europe, America and Asia

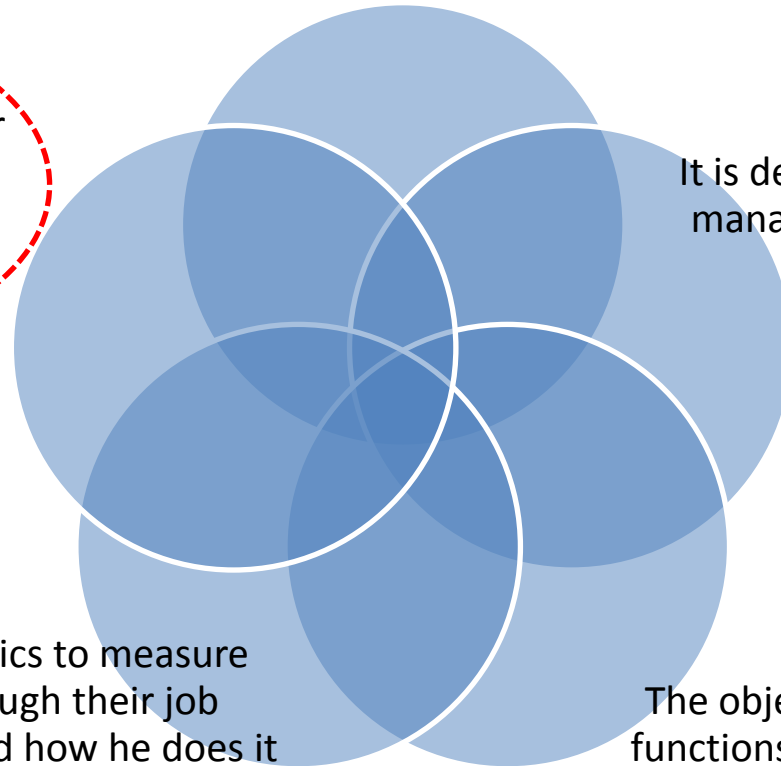


Current trend is to incorporate transversal and digital competences from Industry 4.0 opportunities

The competence management is a key aspect for Aernnova.

It has been deployed for Organizational, Corporative, Personal, Competencies.

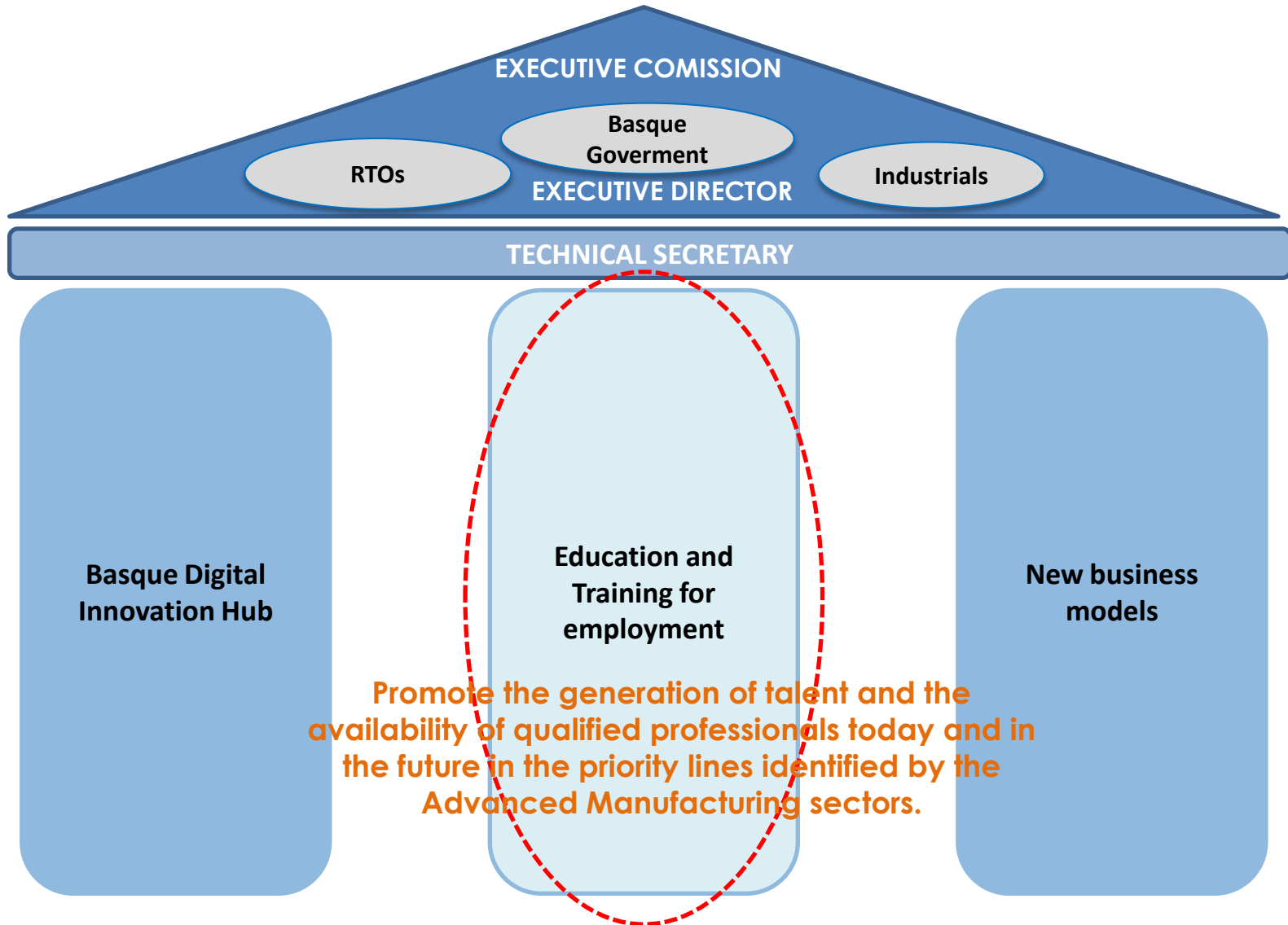
It is deployed as a Project – TALENT- to manage people and our performance.



The project establishes metrics to measure what the person does through their job description and evaluation and how he does it through the pre-defined competences associated to his position.

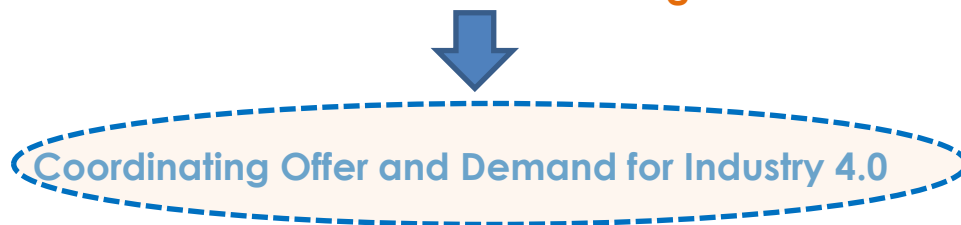
The objective is to systematize the main functions of the workers, in particular the management of his work team.

The Advanced Manufacturing area is one of the Basque County RIS3 priorities whose strategic deployment is being developed through a public-private collaboration launched in June 2015.



To promote the generation of talent and the availability of qualified professionals today and in the future in the priority lines identified by the Advanced Manufacturing sectors.

Strategy



Industrial Demands

MAPPING TECHNOLOGIES 4.0 (ALL THE CLUSTERS RELATED TO ADVANCED MANUFACTURING)

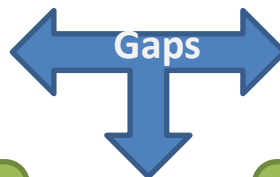


SURVEY QUESTIONNAIRE: SKILLS, PROFILES AND COMPETENCIES INDUSTRY 4.0



IMPACT 4.0 MAPPING SEGMENTED BY SECTOR, TECHNOLOGIES AND PROFESSIONAL PROFILES

Analysis of survey answers



AERNNOVA COMPETENCE MANAGEMENT REVIEW

Education and Training Offer

CONTINUOUS TRAINING

UNIVERSITY STUDIES

VOCATIONAL TRAINING

STEAM STRATEGY

CURRENT EDUCATION AND TRAINING CATALOGUE

Actions

PLAN FOR EDUCATION AND TRAINING FOR EMPLOYMENT

Results

Aernnova Competence management Review

Strategic Competences

- Industry 4.0
- Competitive Intelligence and strategic vision
- Lean 2.0

Operational Competences

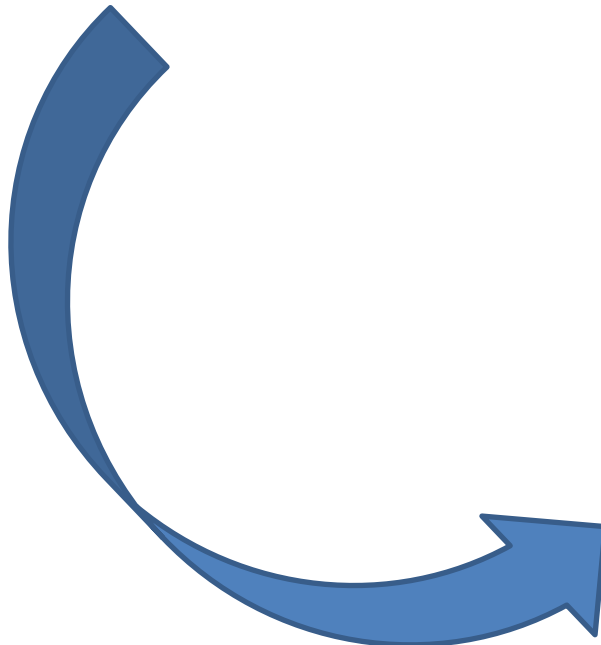
- Search, filtering and prioritization of data and information
- Knowledge management

Transversal Competences

- Critical thinking
- Enhanced communication

Functional Competences

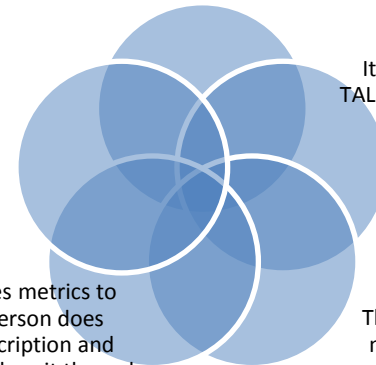
- Data analytics
- Technologies 4.0
- Cybersecurity



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It has been deployed for Organizational, Corporate and Personal Competencies.

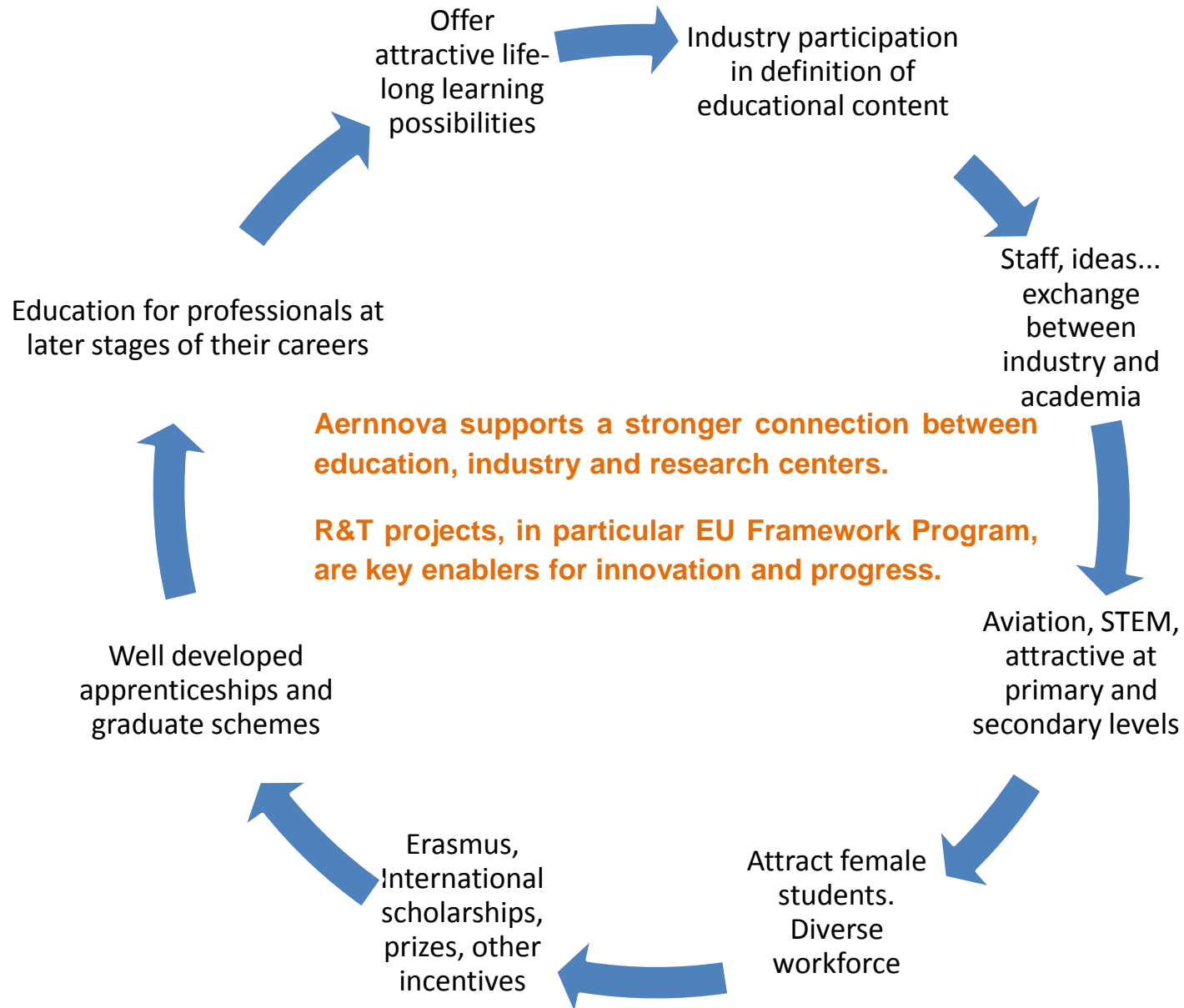
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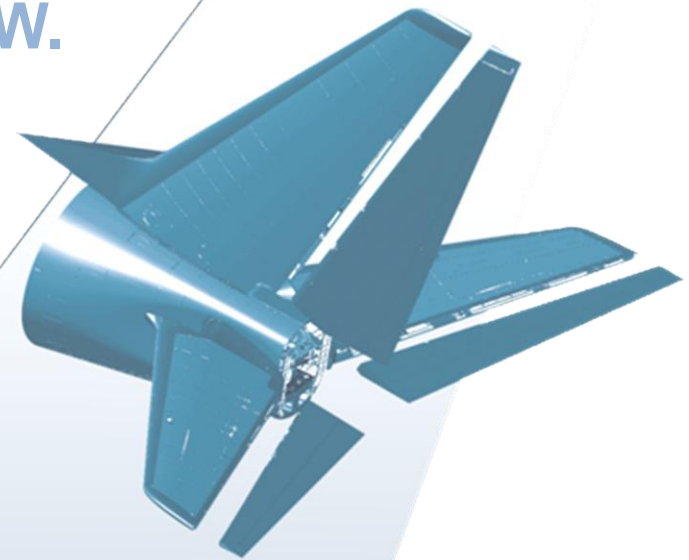
Enhanced education approach



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Thank you!

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