

Plan Bolonia, la hora de la verdad: incorporacion de nuevos titulados en la empresa

EADS as a Global Hi-Tech Company

Cristobal Casado-Salinas

Project Leader

"EADS/Universities-Spain Partnership"

23rd April 2012

INDEX

1. EADS as a Global Hi-Tech Company
2. Our current approach to Bolonia Plan
 - Framework and Specific Agreements with key Universities
 - Aeronautical Industry oriented Masters
 - Internship Programs in EADS: National and Foreigner Trainees
 - International Mobility
3. Some thoughts

1.- EADS as a Global Hi-Tech Company

Áreas Principales

Ventas 2011: 49.128 Millones € (23,5 % Defensa)



1.- EADS as a Global Hi-Tech Company : Global Status

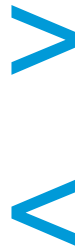
*To be able to compete and to take advantage of the
Potential Market Growth in the coming years,
EADS needs to continue investing in Technology,
but also will need the best qualified Technical Masters
that Bolonia Plan can offer.*

1.- EADS as a Global Hi-Tech Company : EADS Vision 2020 vs. BOLONIA higher Education Priorities for the coming decade

EADS Vision 2020

•A changing World of Human Resources

EADS workforce will be in future more divers: it will be **more international** due to the ongoing **globalization of both the world in general and EADS itself**. EADS will need to respond to the changes in its environment and society. We will have **more divers labor force** in terms of ethnic and cultural background, gender and seniority. Managing diversity is an opportunity and challenge for EADS.



Bolonia higher Education Priorities

1. social dimension: equitable access and completion,
2. lifelong learning;
3. employability;
4. student-centered learning and the teaching mission of higher education;
5. education, research and innovation;
6. international openness;
7. mobility;
8. data collection;
9. multidimensional transparency tools;
10. funding.

1.- EADS as a Global Hi-Tech Company : Employability

EADS Employability Requirements

MASTER required competences to be acquired:

- High level in technical competences
- Languages: **ENGLISH** as a **MUST**
- Mobility
- Multicultural skills
- Management, Transversals & Leadership skills
- Autonomous & Continuous Learning
- Lean Thinking & Process Continuous Improvement
- Complex problem solving in variable, news and unknown environments
- Integration of multidisciplinary skills
- Modeling capacity
- Resistance to frustration & to beat difficulties
- Innovation & Customer Orientation



Bolonia Employability

What is employability?

There are many definitions of employability. For the purpose of the Bologna Follow-up Group, employability is defined as **the ability to gain initial employment, to maintain employment, and to be able to move around within the labor market.**

The role of higher education

The role of higher education in this context is **to equip students with skills and attributes (knowledge, attitudes and behaviors) that individuals need in the workplace and that employers require**, and to ensure that people have the opportunities to maintain or renew those skills and attributes throughout their working lives. At the end of a course, students will thus have an in-depth knowledge of their subject as well as generic employability skills.

2.- Our current approach to Bolonia Plan

Framework and Specific Agreements with key Universities

GLOBAL PROJECT to develop the partnership between EADS & Key Universities of Spain based on 3 pillars:

- 1. To promote students and junior engineers development by boosting the knowledge of our industry being on-site trainees.**
- 2. Technological Collaboration between Universities and EADS**
- 3. Training: University as the specialized technical training center (Master) for engineering students and industry employees.**

2.- Our current approach to Bolonia Plan

Aeronautical Industry oriented Masters for EADS and other Aeronautical Companies employment

More than 100 students every year

- **Master in Aircraft Systems Integration (UC3M- 62 ECTS)**
- **Master Global Supply Chain & Aeronautical Industrial Operations (US-83 ECTS)**
- **Aerospace MBA (EOI - Madrid & Sevilla)**

99% of interns already working in EADS or aeronautical sector companies

10% foreigner interns

Other Masters of special interest for EADS :

- **Master Aerospace Composite Material (UPM)**
- **Master Flight Tests (UPM)**
- **Master Space & Satellites Technologies (UPM)**

2.- Our current approach to Bolonia Plan

Some Figures

Last years:

- Every year more than **400** Masters, Engineers or Graduates have been hired
 - 75% Ingenieros Superiores/other Masters Degree
 - 25% IngenierosTécnicos/ other Graduates
- Every year more than **400 interns** Masters, Engineers or Graduates
- Boost internal & international mobility (2012):
 - 400 Mobility moves
 - 15% Moves to abroad

11.000 employes in EADS Spain:
•**50% Masters or Graduates**

3.- Some thoughts from Global Hi-Tech Companies

- ✓ Bolonia may be an opportunity for new Graduates and Masters to fulfill the companies requirements and needs in variable and global markets by means of a close collaboration between University and Industry preparing educational programs.
- ✓ Calendar and planning of stages shall be coordinated between both University and Companies.
- ✓ We need Graduates more Generalist and Masters more Specialized
- ✓ Master Languages is a must: English Mandatory, French & German Recommended
- ✓ Multicultural/international back-ground is a must (Erasmus,...)
- ✓ Specialised, multicultural and industry experienced teachers are essential
- ✓ New Graduates and Masters must have easy and direct recognition at European level.
- ✓ Bolonia may be an opportunity to improve access process to University or to revalidate Master Degree (Master Final Project)

Global Hi-Tech Company Proposal to realize the opportunities offered by Bolonia Plan

Profesional roadmap for Masters

