

**"Creating
conditions for
quality
traineeships"**



April 2019
Confidential

OGMA & IEFP

01. OGMA & IEFP

Background

Aiming to improve the company's performance and the capacity to keep up with its evolution, OGMA and IEFP established a partnership in 2015 by training young and long term unemployed professionals in aircraft production and maintenance.

By supporting these professionals OGMA suppressed the current market resources scarcity and helped us tackle a part of the medium and long term skilled labor needs.

The focus on development, qualification and certification is fundamental to business growth. A solid process of management is critical to ensure the attraction, retention and development of our employees to keep up with the business needs, due to:

- Rapidly aging organization;
- Lack of market response capacity (lack of labour);
- 2 to 5 training years of Aeronautics Maintenance Technicians;
- Business growth is greater than the technicians and mechanics training capacity.

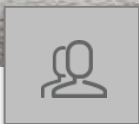
Year	2015	2016	2017	2018
Admissions	75	79	17	27
Trainees	108	119	37	31
Retention Rate	69%	66%	46%	87%

02. Internships

Gago Coutinho High School Trainee Program

OGMA also organizes other types of internship programs:

- **High school students**: through the local “Gago Coutinho Secondary School”, where the company provides trainers and hosts 11^o year and 12^o year internships for students of the Industrial Maintenance/Aeronautics professional course;
- **Graduate Training Programe**: through the Trainee Program, where the company hosts an yearly program during which 10/15 Trainees develop a strategic project within the organization.



Atract and Retain

- Ab initio Qualification
 - IEFP
 - Professional Schools
 - Institutos Politécnicos
 - External Recruitment
- Aeronautical Mechanic Qualification e Certified Staff – EASA Licence
- Certify 40 to 100 technics year

Training and Qualification

- Need to qualify in technical aeronautical competences to answer the market needs;
- Infraestructures and Training Investment;
- Accelerate and attract to Aviation Industry market.

Support and Synergies

- Share Sinergies, know-how and Investment;
- Support the attraction and retention program;
- Support the infraestructures development;
- Project Portugal in the world and also in the Aeronautical Industry.

03. OGMA Academy

OGMA Academy

Technical Skills

Qualified Staff

EASA Licence
Certification

Inspectors Qualification

Aircraft Type-Rate

Management Skills

Management Training

IT Tools

Languages

Internal Systems and
Processes

Quality and Safety

Behavioural

Client Focus

Leadership

First Line Management

Maintenance Resource
management

Communication Tools

Safe Behaviour

LEAN

Lean Thinking

Continuous
Improvement

Lean Processes

Portugal Aeronautical Academy

Obrigado

Adress

OGMA
Indústria Aeronáutica de Portugal, S.A.
Parque Aeronáutico de Alverca
2615-173 Alverca – Portugal

Contacts

T. (+351) 21 958 10 00
T. (+351) 21 957 90 00
E. geral@ogma.pt