

JOB MARKET SURVEY

EDUCAVIA 2018



Interreg
Vlaanderen-Nederland
Europees Fonds voor Regionale Ontwikkeling



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1. Introduction

1.1 Educavia

Educavia (Education for Aviation) is a European Flanders-Netherlands Interreg-project focussed on the promotion of the MRO-sector and aviation education. The Interreg-project started in 2018 and is an initiative of VLOC (B), Aviato (B), AMTS (NL), Agoria (B), NAG (NL) and the Flemish educational institutes Vives and Zavo.

Educavia supports innovative and uniform training for the aviation technicians of the future. The goal of this Flemish-Dutch Interreg-project is to create reformed and new training courses for the MRO sector (annually for 500 students in mainstream education and 7000 employees in MRO companies) and to promote the MRO-sector as a whole.

The Educavia project consists of 7 working groups: Project Management, Communication, Learning Platform, Education Level 5, Innovation, Promotion and Part 66/147.

In 2019, the working group Communication launched the first labour market study concerning the current and future employment needs in the Belgian MRO-companies. This study was launched following the example of the Dutch project partner who conducted a similar labour market research in the same year.

1.2 Employment in the MRO-sector

All studies, including studies conducted by Airbus and Boeing, predict a worldwide increase of the aviation industry by 3 to 4% per year over the next 20 years. During this period, 33,000 new aircrafts will be built, making use of new and innovative technologies resulting in the need for 127,000 additional aircraft technicians. The adoption of new energy sources for aircraft, such as electricity and hydrogen, the use of composite materials and 3D-printing technologies will result in an increased need for skilled aircraft technicians and new innovative training courses.

The Brussels Airport Master Plan 2040¹ predicts a total of 120,000 direct and indirect jobs, which is twice times the current amount of jobs. At the same time, the added value of Brussels Airport is estimated to increase by 6.4 bn Euro each year. The present MRO activity in Brussels Airport accounts for around 1,000 jobs. The MRO activities and derivatives in the rest of Flanders account for another 1,000 jobs. It is expected that these jobs will also double in numbers by 2040.

The Schiphol airport plan 2005-2025² aims for an increase of 45 to 85 million passengers. There are currently 5,600 jobs in the MRO sector in the Netherlands, mainly aviation technicians.

We note that the MRO-companies are experiencing difficulties in recruiting technically trained personnel. In addition, there is a discrepancy between the needs of the companies and the training programs currently offered. The current aviation technology training packages do not pay sufficient attention to new aircraft technologies.

¹ <https://www.brusselsairport2040.be/en>

² <https://www.schiphol.nl/nl/schiphol-group/pagina/strategie/>

13 MRO job market survey: why?

To better respond to the discrepancy between the need for technically skilled people and the offered training programs and to better respond to the needs of the MRO-companies, we need more information from the MRO companies. It is important to know whether the current training courses meet the demands of the sector. Both in terms of content and in the number of students.

Both the industry and the educational institutes have expressed the need for an up-to-date market survey to collect these data. In this light, we created the online survey. To continuously improve our services, we will continue to launch an annual survey over the coming years.

Through the survey we would like to find the answer to specific questions. These are:

- Are the current courses and job opportunities attractive enough to move students to the aviation sector?
- Do graduates quickly find work within the sector?
- Do we have sufficient knowledge of the number of enrolments and the number of jobs?
- Can we predict future labour needs?

The survey is to a large extent based on the labour market research that was organized by the CvBLO³ in the Netherlands. The study that was conducted by the CvBLO in the Netherlands touched upon the entire aviation sector, we have chosen to focus solely on the aviation technical sector aka MRO sector.

We invited 24 Belgian MRO companies to participate in the online survey. Despite our repeated efforts to reach the companies, only 9 respondents completed the survey. Another 6 respondents partially filled in the survey. Therefore, the results of this research are only based on a limited number of participating companies.

Invited Belgian MRO
companies



Completely filled in
the survey



Partially filled in the
survey



We learned from this experience that, in the future, we should organise the online survey in a different way to engage more companies to participate in the survey. One of the alternative possibilities is organising a webinar with as many MRO companies as possible. In the future, we could send an invitation email to all Flemish MRO companies with the link to the online survey and the questionnaire in attachment. That way, the respondents will be able to prepare the questions in advance, if needed, together with colleagues. Companies that did not respond within the first week, would be called and, if requested, aided to answer the survey over the phone.

³ Het College van Belanghebbenden Luchtvaartonderwijs
(<http://www.dutchaviation.nl/nl/lidmaatschap/directory/96/cvblo.html>)

2. Aviation Education in numbers

Aviation Education and MRO-education in particular, is a crucial corner stone in the structured response to the ever-increasing demand for technically trained people in the MRO industry.

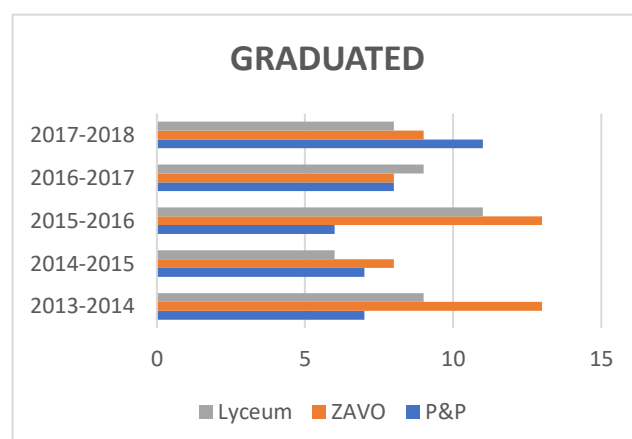
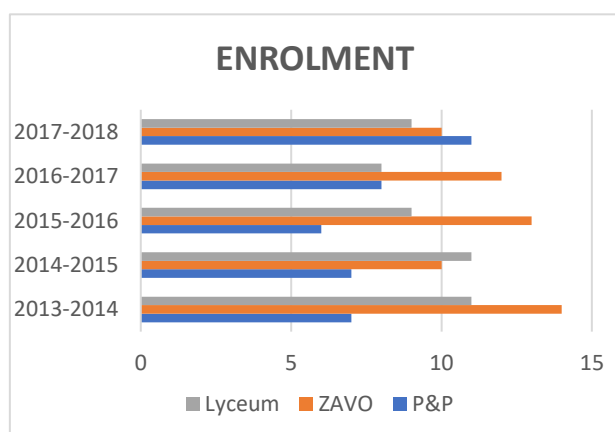
Below, we have listed the number of people that enrolled and graduated between the years 2013 and 2019 in the secondary schools (P&P, ZAVO, Lyceum), the VDAB Cat. A training and the Bachelor College University VIVES.

2.1 Secondary education

According to the figures below, the total number of people enrolled in the three secondary schools and the total number of people who graduated remained relatively stable over the past 6 years. On average, 29 students are enrolled each year and an average of 27 students are graduating from the three institutes each year. From the three secondary schools, ZAVO has the most students, followed by Lyceum and P&P (in order of decreasing number of students).

From 2013 to 2018, a total of 146 secondary school students were enrolled in one of the three schools, while only a total of 133 students graduated during that period. This leads to the conclusion that every year, 2- 3 students are ending their studies before graduation.

	ENROLMENT				GRADUATED			
	P&P	ZAVO	Lyceum	Total	P&P	ZAVO	Lyceum	Total
School year 2013-2014	7	14	11	32	7	13	9	29
School year 2014-2015	7	10	11	28	7	8	6	21
School year 2015-2016	6	13	9	28	6	13	11	30
School year 2016-2017	8	12	8	28	8	8	9	25
School year 2017-2018	11	10	9	30	11	9	8	28
Total	46	69	58	173	39	51	43	133



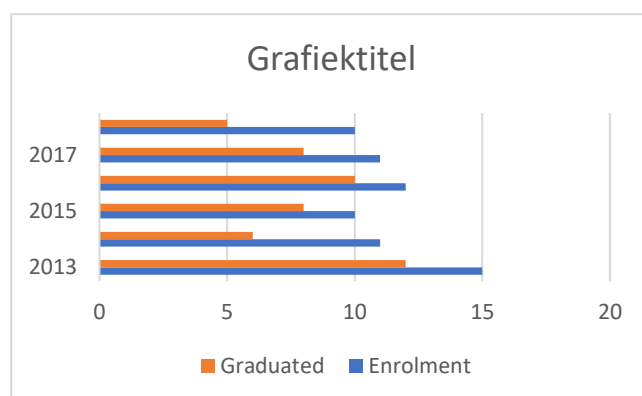
2.2 VDAB Cat. A Training

In 2013 the VDAB training centre started organising an intensive training course for unemployed job seekers.

Between 2013 and 2019, a total of 82 students were enrolled in the training course of the VDAB (Cat. A). During that period, a total of 49 students graduated from the training course.

According to the figures below, the number of students enrolled in the VDAB training course remained more or less stable between the year 2013 and 2019. However, the number of graduates fluctuated heavily across this period, starting with 12 persons graduating in 2013 and only 5 persons graduating in 2018. According to the VDAB, the discrepancy between the number of students enrolling in the course and the number of people graduating is mainly due to the relatively high number of VDAB students who discontinue the studies. They either choose to stop their studies, or they are forced to discontinue due to different reasons (failed exams, behavioural reasons, ...).

	ENROLMENT	GRADUATED
2013	15	12
2014	11	6
2015	10	8
2016	12	10
2017	11	8
2018	10	5
Total	82	49

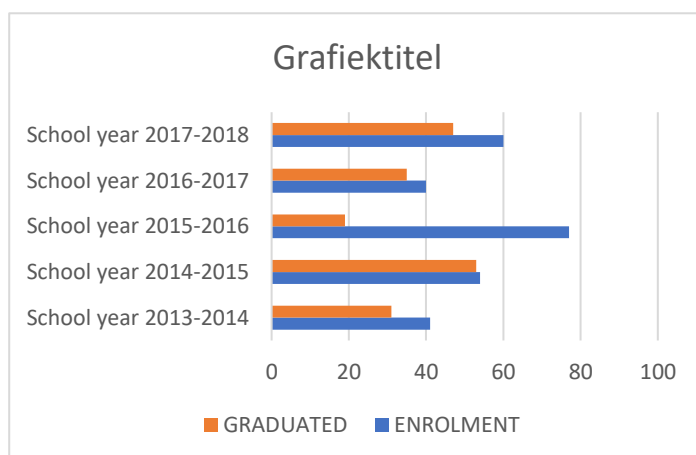


2.3 Bachelor College University VIVES

The number of aviation students *enrolled* in the University College Vives has increased by 51% between 2013-2014 and 2018-2019. Especially school year 2015-2016 was a very successful year in terms of enrolment. 77 students enrolled that year, resulting in a higher number of graduates three years later.

There is also an increase in the number of people *graduating* in Vives in this period.

	ENROLMENT	GRADUATED
School year 2013-2014	41	31
School year 2014-2015	54	53
School year 2015-2016	77	19
School year 2016-2017	40	35
School year 2017-2018	60	47
Total	334	185

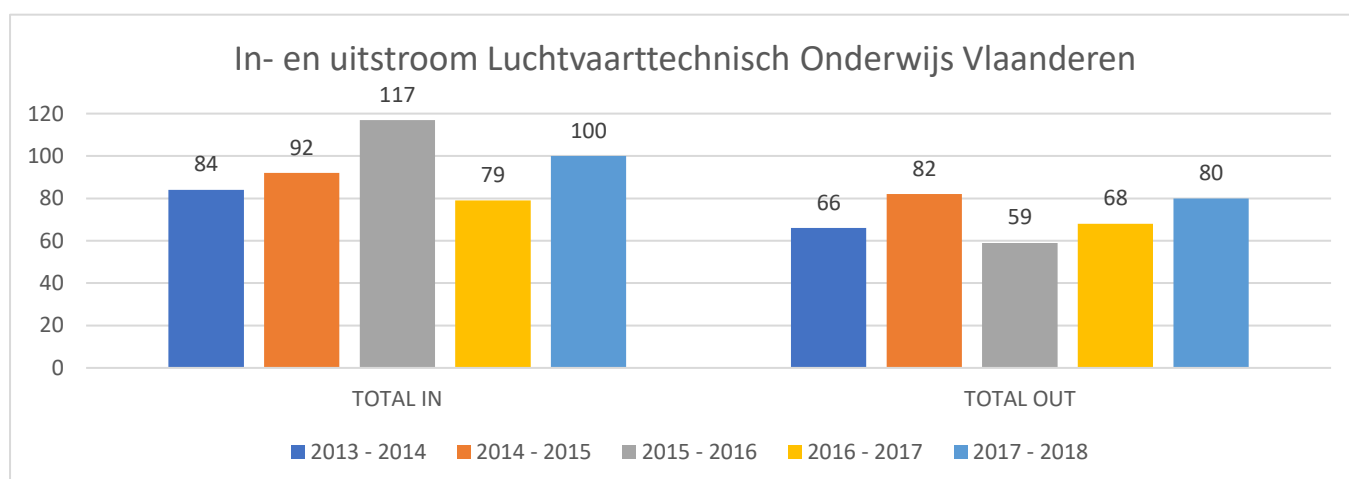


The table below shows an overview of total enrolment and graduation in secondary education, the VDAB training and higher college education Vives from 2013-2019.

As shown in the graph below, the total number of students *enrolled* is much higher than the total number of students *graduating* from MRO-education. The number of graduated students was 25% lower than the number of students enrolled between 2013-2014 and 2017-2018.

Especially in the VDAB training many students are quitting their studies prematurely.

	VDAB		Secondary		Higher college education		Totals	
	IN	OUT	IN	OUT	IN	OUT	IN	OUT
School year 2013-2014	11	6	32	29	41	31	84	66
School year 2014-2015	10	8	28	21	54	53	92	82
School year 2015-2016	12	10	28	30	77	19	117	59
School year 2016-2017	11	8	28	25	40	35	79	68
School year 2017-2018	10	5	30	28	60	47	100	80



In summary, we can state that the total number of aviation students (VDAB, P&P, Zavo, Lyceum and Vives) slightly increased over the past 6 years. This is mainly due to the increase of students enrolling in Vives. The number of students enrolling in the courses of the VDAB, P&P, Zavo and Lyceum remained stable over time. Of all educational institutes in the research, Vives has the highest number of aviation students, with an average of 56 students enrolling and 37 students graduating each year (between 2013 and 2019).

3. The online survey: results

3.1 Introduction

As mentioned above, we invited a total of 24 companies to participate in the online survey. 9 respondents completed the survey completely. Another 6 respondents filled in the survey partially. The results of this research are therefore only based on the answers of a limited number of companies.

In what follows, we will present the results of our research.

3.2 Educational background of the employees

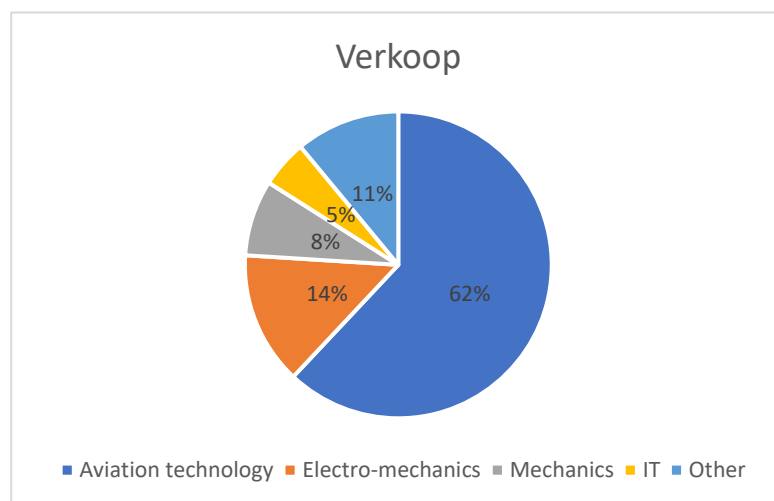
In the online survey we asked about the educational background of the maintenance technicians in the MRO-companies.

The study showed, that 62% of all maintenance employees have a degree in Aviation technology. 14% has a degree in electro-mechanics, 8% in Mechanics and only 5% in IT.

Other educational backgrounds of maintenance technicians currently working in MRO-companies include: Car Mechanics, Electricity, and Industrial Sciences.

a. In which field of study do your maintenance technicians have an education? And how many?

Aviation technology	272	62%
Electro-mechanics	61	14%
Mechanics	35	8%
IT	23	5%
Other	48	11%
Total	439	100%



Other (known data):

Technical degree: 4	Car Mechanics: 24	Hotel: 1
Electricity: 12	Industrial Sciences: 7	

3.3 Age and (educational) level of the contractual maintenance technicians

In the online survey we asked the respondents how many maintenance technicians currently are working in the company. In addition, we asked the age and proficiency level of the maintenance technicians.

Age

The study shows that the majority (54%) of the maintenance technicians is between 35 and 55 years old. Moreover, no fewer than 16% of all maintenance technicians are over the age of 55 years old. This means that 16% of all maintenance employees currently working in the Belgian MRO-companies will be retiring within the next 10 years.

30% of the maintenance technicians are under the age of 35 and only 9% is under the age of 24 years old.

These figures show, that most maintenance technicians are aged 45 years old or older. Only 9% is under the age of 24 years old. This leads to the conclusion that the MRO-sector is a relatively old sector in terms of employees. This means that the sector is likely to encounter employment problems soon, as the MRO maintenance technicians are getting older and should be replaced with a new generation of MRO maintenance technicians. Now, however there are too little young maintenance technicians working in the Belgian MRO-companies.

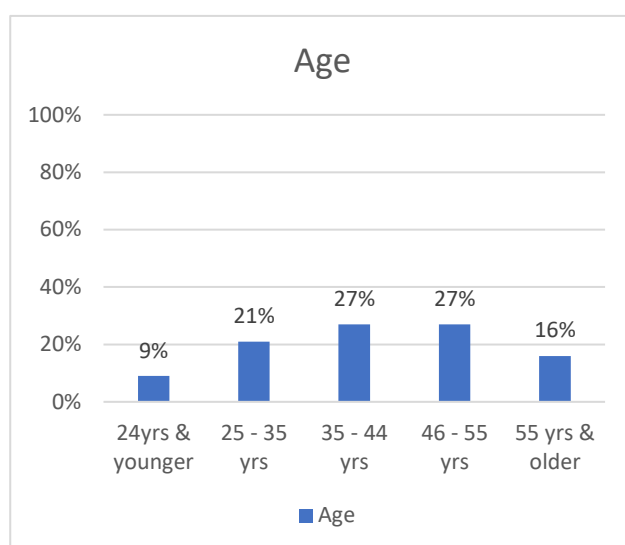
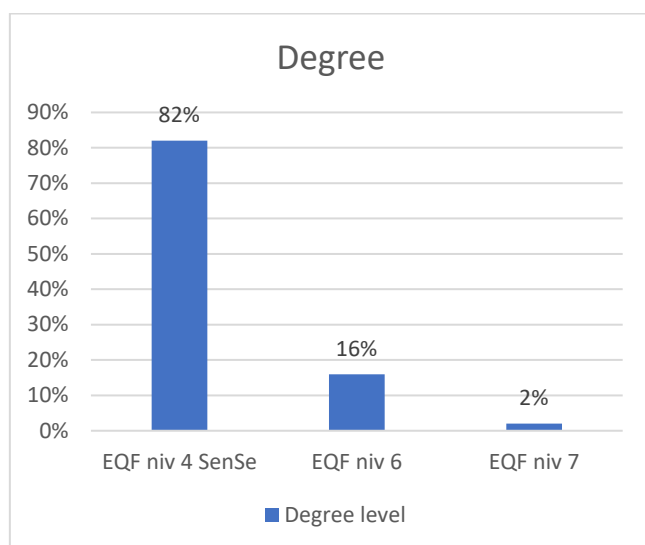
(Educational) level

According to our study, 82% of all maintenance technicians in the MRO-sector are working on EQF- niveau 4 level (secondary). 16% is working on Bachelor level (niveau 6) and only 2% of the MRO-maintenance technicians are working on Master level (niveau 7).

Nearly all maintenance technicians retiring within the next 10 years are technicians working on secondary level (niveau 4).

How many maintenance technicians are currently working at your company and what is their age?

	24 yrs & younger	25 - 35 yrs	35 - 44 yrs	45 - 55 yrs	55 yrs & older	Total	%
EQF - Niveau 4 (Secundair)	24	52	103	113	67	359	82%
EQF - Niveau 6 (Bachelor)	14	36	15	4	0	69	16%
EQF - Niveau 7 (Master)	0	6	2	0	3	11	2%
Total	38	94	120	117	70	439	100%
%	9%	21%	27%	27%	16%	100%	

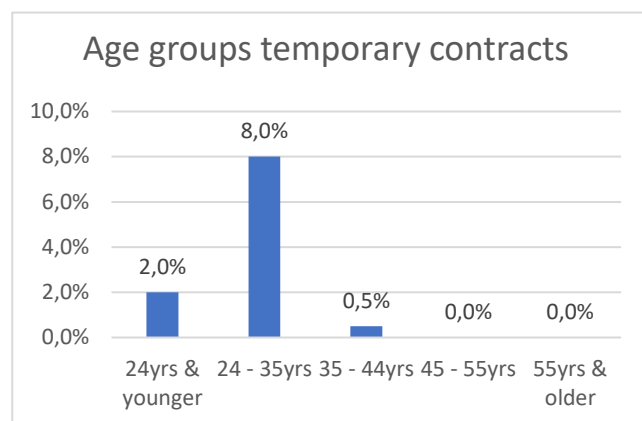
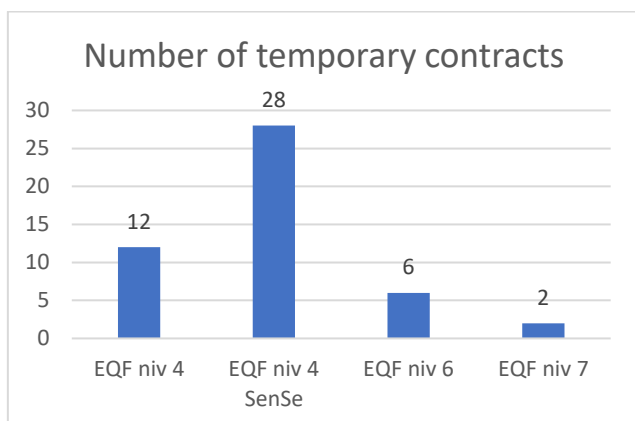


3.4 Age and level of the temporary maintenance technicians

10,5% of all maintenance technicians working in the companies participating in the survey, are hired on a temporary basis. These include, above all, maintenance technicians on secondary level (Niveau 4). The maintenance technicians working on temporary basis are nearly all under the age of 35.

How many maintenance technicians are currently working at your company on temporary bases and what is their age?

	24 yrs & younger	25 - 35 yrs	35 - 44 yrs	45 - 55 yrs	55 yrs & older	total
EQF - Niveau 4 (Secondary + Sense)	11	27	2	0	0	40
EQF - Niveau 6 (Bachelor)	0	6	0	0	0	6
EQF - Niveau 7 (Master)	0	2	0	0	0	2
Total	11	35	2	0	0	48
% tov total number technicians	2%	8%	0,5%	0%	0%	10,5%



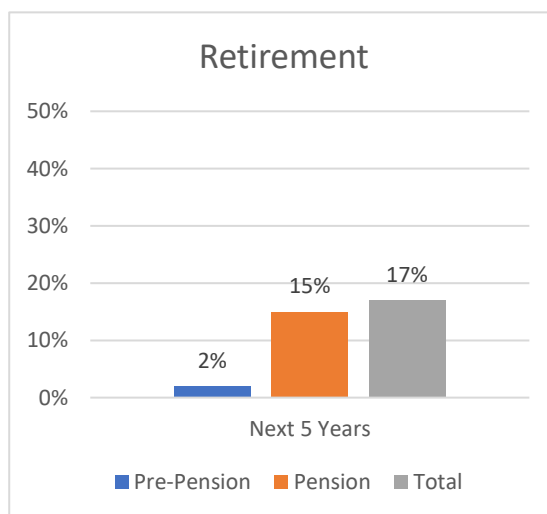
3.5 Retirement

In the online survey, we asked the respondents about future retirement.

According to the study, a total of 17% of all MRO-technicians currently employed in the participating MRO-companies are retiring within the next 5 years. 2% of those are early retirements. The technicians retiring are mainly employees working on Niveau 4.

a. How many maintenance technicians will be retiring within the next 5 years?

	Pre-Pension	Pension	Total
EQF - Niveau 4 (Secondary/MB04)	1	10	11
EQF - Niveau 4 (Secundair + Sense)	6	52	58
EQF - Niveau 6 (Bachelor)	0	1	1
EQF - Niveau 7 (Master)	0	1	1
Total	7	64	71
% against total of technicians (439)	2%	15%	17%

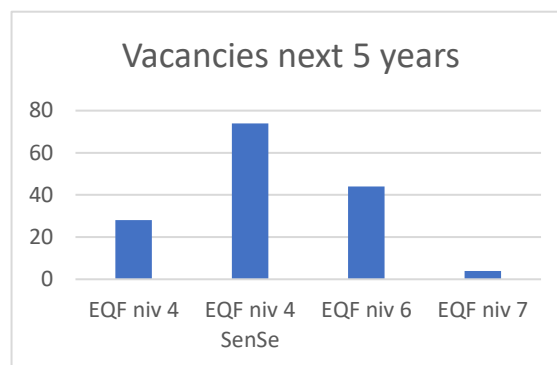


3.6 Future employment needs

The study shows that the (future) need for maintenance technicians is very high. The sector especially needs maintenance technicians working on Niveau 4.

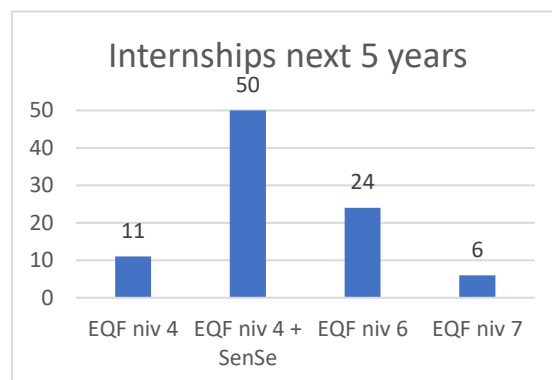
a. How many new maintenance technicians will your company need in de next 5 years?

	Total	%
EQF - Niveau 4 (Secundair)	102	
EQF - Niveau 6 (Bachelor)	44	
EQF - Niveau 7 (Master)	4	
Total	150	



b. How many maintenance technicians' internships/trainees will your company need over the next 5 years?

	Total	%
EQF - Niveau 4 (Secundair/MB04)	11	
EQF - Niveau 4 (Secundair + Sense)	50	
EQF - Niveau 6 (Bachelor)	24	
EQF - Niveau 7 (Master)	6	
Total	91	



4. Data Job Market Survey Aviato – KULeuven – HIVA

In 2017, Aviato, the KU Leuven and HIVA developed a labor market survey⁴ regarding employment in the MRO sector. The main conclusions of this research are discussed below:

- In 2017, a total of 1072 people were employed within the MRO-sector on Brussels Airport. This MRO sector accounts for 11.7% of employment within Brussels Airport.
- The centre of gravity of the Belgian aviation sector is Vlaams-Brabant. The study shows the importance of the provincial capitals for the aviation sector; 25.4% of employment is in Antwerp, 19.5% in Namur and 14.2% in Ghent.
- From this questionnaire it shows that the MRO-sector is a predominantly male sector.

Tabel 2.1 Aantal werknemers en bijhorend VTE per luchthavensector (# en %, 2017.4)

2017 Q4	# WN	VTE	Aandeel van totale VTE op luchthaven	Aandeel van totale VTE per cluster
Luchtvaartcluster	9 564	8 058	40,8%	100,0%
Vervoer door de lucht	4 531	3 807	19,3%	47,2%
Reisbureaus en reisorganisatoren	161	144	0,7%	1,8%
Airport Operator	823	758	3,8%	9,4%
Airport Handling	2 075	1 555	7,9%	19,3%
Bouwen en herstellen van vliegtuig	1 072	942	4,8%	11,7%
Andere luchtvervoerondersteunende activiteiten	902	854	4,3%	10,6%

Source: Job Market Survey Aviato – KULeuven – HIVA

⁴ https://www.aviato.be/sites/default/files/2019-05/ZL730345_rapport_EIND_NL_WEB.pdf

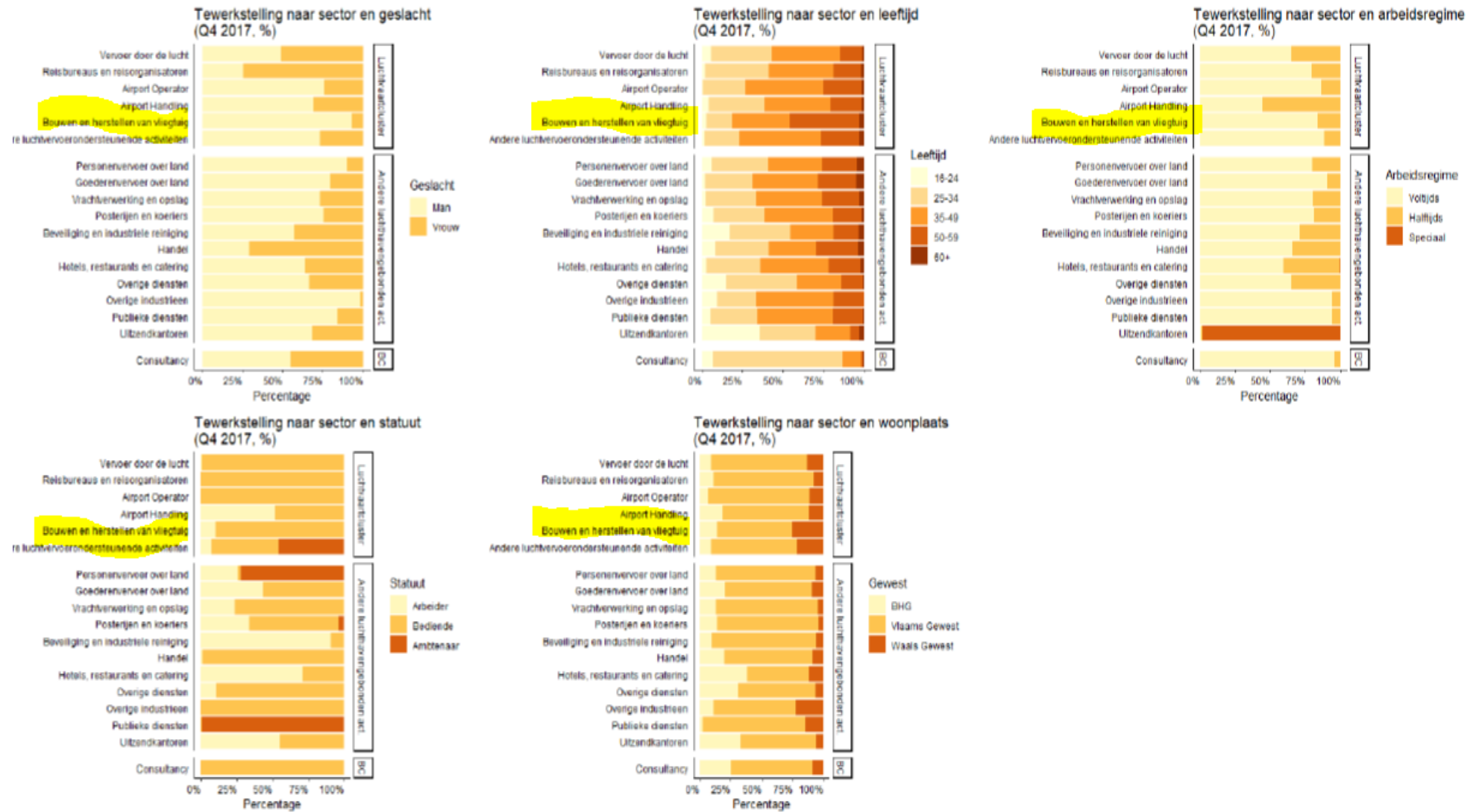
Tabel 3.2 Het belang van de provinciehoofdsteden in de tewerkstelling vanuit de provincies
(# & %, 2017.4)

2017.4	# WN	%
West-Vlaanderen	611	
Brugge	48	7,9%
Oost-Vlaanderen	2229	
Gent	316	14,2%
Antwerpen	3975	
Antwerpen	1011	25,4%
Vlaams-Brabant	9244	
Leuven	706	7,6%
Limburg	947	
Hasselt	114	12,0%
Henegouwen	775	
Bergen	61	7,9%
Namen	287	
Namen	56	19,5%
Waals-Brabant	853	
Waver	67	7,9%
Luik	455	
Luik	59	13,0%

Bron RSZ & aanvullende gegevensverzameling HIVA, NBB, Aviato; bewerking HIVA-KU Leuven

Source: Job Market Survey Aviato – KULeuven – HIVA

Figuur 2.1 Tewerkstelling op de luchthaven naar sector en enkele persoons- en jobkenmerken (% , 2017.4)



Source: Job Market Survey Aviato – KULeuven – HIVA

Tabel 3.3 Tewerkstelling naar sector, geslacht, leeftijd en arbeidsregime per regio (# & %, 2017.4)

2017.4	BHG		Vlaams-Brabant		Antwerpen	
	WN (%)	Totaal (#)	WN (%)	Totaal (#)	WN (%)	Totaal (#)
Luchtvaartcluster	30,3	1096	38,1	3521	43,8	1739
Vervoer door de lucht	11,5	415	15,1	1400	26,4	1051
Reisbureaus en reisorganisatoren	0,5	18	0,6	56	1,2	48
Airport Operator	1,5	54	4,0	370	3,0	118
Airport Handling	10,5	378	9,7	900	7,7	305
Bouwen en herstellen van vliegtuig	4,2	150	4,6	425	2,2	116
Andere luchtvervoer-ondersteunende activiteiten	2,2	81	4,0	370	2,5	101

Source: Job Market Survey Aviato – KULeuven – HIVA

Tabel 3.4 Tewerkstelling op de luchthaven naar sector, regio en geslacht (% , 2017.4)

2017.4	Brussel			Vlaams-Brabant			Antwerpen		
	Man %	Vrouw %	Totaal #	Man %	Vrouw %	Totaal #	Man %	Vrouw %	Totaal #
Luchtvaartcluster									
Vervoer door de lucht	57,1%	42,9%	415	45,9%	54,1%	1 400	45,7%	54,3%	1 051
Reisbureaus en reisorganisatoren	16,7%	83,3%	18	25,0%	75,0%	56	35,4%	64,6%	48
Airport Operator	63,0%	37,0%	54	73,0%	27,0%	370	82,2%	17,8%	118
Airport Handling	87,3%	12,7%	378	67,8%	32,2%	900	53,1%	46,9%	305
Bouwen en herstellen van vliegtuig	94,7%	5,3%	150	88,9%	11,1%	425	92,2%	7,8%	116
Andere luchtvervoer-ondersteunende activiteiten	74,1%	25,9%	81	68,4%	31,6%	370	77,2%	22,8%	101

Source: Job Market Survey Aviato – KULeuven – HIVA

Tabel 3.5 Tewerkstelling op de luchthaven naar sector, regio en leeftijd (% , 2017.4)

2017.4	BHG			Vlaams-Brabant			Antwerpen		
	16-24	25-49	50+	16-24	25-49	50+	16-24	25-49	50+
Luchtvaartcluster									
Vervoer door de lucht	5,3%	81,9%	12,8%	5,0%	77,0%	18,0%	6,7%	80,5%	12,8%
Reisbureaus en reisorganisatoren	0,0%	83,3%	16,7%	3,6%	76,8%	19,6%	0,0%	81,3%	18,8%
Airport Operator	1,9%	77,8%	20,4%	0,3%	76,8%	23,0%	0,8%	77,1%	22,0%
Airport Handling	3,7%	84,9%	11,4%	4,7%	69,4%	25,9%	5,9%	74,8%	19,3%
Bouwen en herstellen van vliegtuig	4,0%	61,3%	34,7%	2,4%	45,9%	51,8%	3,4%	63,8%	32,8%
Andere luchtvervoer-ondersteunende activiteiten	1,2%	69,1%	29,6%	1,6%	74,6%	23,8%	3,0%	74,3%	22,8%

Source: Job Market Survey Aviato – KULeuven – HIVA

Tabel 3.6 Tewerkstelling op de luchthaven naar sector, regio en arbeidsregime (% , 2017.4)

2017.4	BHG			Vlaams-Brabant			Antwerpen		
	Voltijsd %	Deeltijsd %	Totaal #	Voltijsd %	Deeltijsd %	Totaal #	Voltijsd %	Deeltijsd %	Totaal #
Luchtvaartcluster									
Vervoer door de lucht	68,4%	31,6%	415	63,0%	37,0%	1400	61,8%	38,2%	1051
Reisbureaus en reisorganisatoren	72,2%	27,8%	18	83,9%	16,1%	56	75,0%	25,0%	48
Airport Operator	90,7%	9,3%	54	85,7%	14,3%	370	93,2%	6,8%	118
Airport Handling	45,0%	55,0%	378	43,2%	56,8%	900	41,3%	58,7%	305
Bouwen en herstellen van vliegtuig	92,0%	8,0%	150	79,3%	20,7%	425	84,5%	15,5%	116
Andere luchtvervoer-ondersteunende activiteiten	93,8%	6,2%	81	87,3%	12,7%	370	84,2%	15,8%	101

Source: Job Market Survey Aviato – KULeuven – HIVA

Tabel 3.7 Tewerkstelling op de luchthaven naar sector, regio en statuut (% , 2017.4)

2017.4	BHG			Vlaams-Brabant			Antwerpen		
	Arbeider	Bediende	Ambte-naar	Arbeider	Bediende	Ambte-naar	Arbeider	Bediende	Ambte-naar
Luchtvaartcluster									
Vervoer door de lucht	1,4%	98,6%		0,6%	99,4%			100,0%	
Reisbureaus en reisorganisatoren		100,0%			100,0%			100,0%	
Airport Operator		100,0%			100,0%			100,0%	
Airport Handling	83,6%	16,4%		44,9%	55,1%		38,0%	62,0%	
Bouwen en herstellen van vliegtuig	13,6%	86,4%		6,1%	93,9%		14,4%	85,6%	
Andere luchtvervoer-ondersteunende activiteiten	3,7%	64,2%	32,1%	6,5%	51,9%	41,6%	13,9%	40,6%	45,5%

Source: Job Market Survey Aviato – KULeuven – HIVA

Tabel 4.1 Overzicht verblijfsduur na aanwerving (#, 2016.2-2016.4)

	Aantal aanwervingen	Duur < 1 jaar	Duur > 1 jaar	Duur < 1 jaar	Duur > 1 jaar
Air Transport Cluster	843	322	521	38%	62%
Vervoer door de lucht	411	145	266	35%	65%
Reisbureaus en reisorganisatoren	35	14	21	40%	60%
Airport Operator	57	16	41	28%	72%
Airport Handling	209	107	102	51%	49%
Bouwen en herstellen van vliegtuigen	68	20	48	29%	71%
Andere luchtvervoerondersteunende activiteiten	63	20	43	32%	68%
Andere Luchthavengebonden activiteiten	2 415	1 405	1 010	58%	42%
Personenvervoer over land	31	8	23	26%	74%
Goederenvervoer over land	129	39	90	30%	70%
Vrachtverwerking en opslag	272	75	197	28%	72%
Posten en koeriers	177	47	130	27%	73%
Beveiliging en industriële reiniging	346	131	215	38%	62%
Handel	114	54	60	47%	53%
Hotels, restaurants en catering	212	109	103	51%	49%
Overige diensten	42	16	26	38%	62%
Publieke diensten	41	8	33	20%	80%
Uitzendkantoren	1 050	918	132	87%	13%
Overige industrieën	1	0	1	0%	100%
Totaal	3 258	1 727	1 531	53%	47%

Source: Job Market Survey Aviato – KULeuven – HIVA

5. Conclusions

Partition male - female population about jobs

Within the aviation cluster we see a combination of typically male sectors (building and repairing aircraft) and rather female sectors (travel agencies and tour operators). Within the other airport-related cluster of activities, there are sectors that take on a masculine character both at the airport and at the Flemish level (passenger and freight transport over land), but also sectors that deviate from the Flemish image (more masculine employment in security and industrial cleaning at the airport).

Age partition

In each sector, the 25-34 and 35-49 age groups are better represented in employment at the airport than the average in Flanders. Within the aviation cluster, building and repairing aircraft stands out as an 'old' sector: 50% is older than 50 years. In the other airport-related activities cluster, the temporary employment sector and security and industrial cleaning have a younger character than at the Flemish level.

FTE

With the exception of the handling activities, the aviation cluster has a strong full-time focus. The sectors within the other airport related activities cluster also have more full-time employment than average in the Flemish Region. This refutes the image of the airport as a labour market with particularly precarious and part-time forms of employment.

Partition attendant - worker

Mainly white-collar workers are employed in the aviation cluster. Handling is once again an exception, here half of the employees work as labourers. Also in the sectors of the other airport related activities we see more white-collar workers than at the Flemish level.

6. Attachments

6.1 E-mail

Dear,

In March this year, you already received part one of this survey. You provided us with a lot of useful data to further use in the Educavia project. We would like to thank you for that.

As a result of the general meeting and the action points, we have made a second survey about your current and the future number of technical maintenance employees.

With completing this questionnaire you will help the Educavia project closer to its goals on providing a qualitative inflow of aircraft technicians to the job market and increasing the quality of the aviation-based education.

When you don't possess the right data for this survey, we kindly request to forward this e-mail to the right person in your company.

If you have any questions or remarks about this survey or the project, do not hesitate to contact us.

Projectmanager: Emmanuel De Corte

Mobile:

e-mail: emmanuel.decorte@vloc.eu

Coordinator Communication: Lieselot Watty

Mobile: +32 471 08 88 13

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Thank you very for your time and cooperation

Kind Regards,
the Educavia-team

info@educavia.eu

+32 59 30 81 50

6.2 Survey



Educavia: job market survey MRO-sector

General information

* 1. Company name

* 2. Contactperson

* 3. Jobposition

* 4. Phone number

* 5. E-mail



Educavia: job market survey MRO-sector

Number of employees

* 6. How many MRO maintenance technicians (certified or not certified) does your company currently have employed?

- ☐ 0 - 5
- ☐ 5 - 10
- ☐ 10 - 20
- ☐ 20 - 50
- ☐ >50

* 7. In which field of study do your maintenance technicians have an education? And how many?

Aviation technology	<input type="text"/>
Electro-mechanics	<input type="text"/>
Mechanics	<input type="text"/>
IT	<input type="text"/>
Other	<input type="text"/>

* 8. If you answered 1 or more on the option 'Other', please specify the field of study and number of technicians.

* 9. How many maintenance technicians are currently working at your company with educational degree EQF - Niveau 4 (Secundair/ MBO4)? And what is their age?

until 24 /o	<input type="text"/>
25 to 34 y/o	<input type="text"/>
35 to 44 y/o	<input type="text"/>
45 to 55 y/o	<input type="text"/>
+ 55 y/o	<input type="text"/>
total	<input type="text"/>

* 10. How many maintenance technicians are currently working at your company with educational degree EQF - Niveau 4 (Secundair + Sense)? And what is their age?

until 24 /o	<input type="text"/>
25 to 34 y/o	<input type="text"/>
35 to 44 y/o	<input type="text"/>
45 to 55 y/o	<input type="text"/>
+ 55 y/o	<input type="text"/>
total	<input type="text"/>

* 11. How many maintenance technicians are currently working at your company with educational degree EQF - Niveau 6 (Bachelor)? And what is their age?

until 24 /o	<input type="text"/>
25 to 34 y/o	<input type="text"/>
35 to 44 y/o	<input type="text"/>
45 to 55 y/o	<input type="text"/>
+ 55 y/o	<input type="text"/>
total	<input type="text"/>

* 12. How many maintenance technicians are currently working at your company with educational degree EQF - Niveau 7 (Master)? And what is their age?

until 24 /o	<input type="text"/>
25 to 34 y/o	<input type="text"/>
35 to 44 y/o	<input type="text"/>
45 to 55 y/o	<input type="text"/>
+ 55 y/o	<input type="text"/>
total	<input type="text"/>

* 13. How many maintenance technicians are currently working at your company with educational degree EQF - Niveau 4 (Secundair/MBO4) on temporary bases? And what is their age?

until 24 /o	<input type="text"/>
25 to 34 y/o	<input type="text"/>
35 to 44 y/o	<input type="text"/>
45 to 55 y/o	<input type="text"/>
+ 55 y/o	<input type="text"/>
total	<input type="text"/>

* 14. How many maintenance technicians are currently working at your company with educational degree EQF - Niveau 4 (Secundair + Sense) on temporary bases? And what is their age?

until 24 /o	<input type="text"/>
25 to 34 y/o	<input type="text"/>
35 to 44 y/o	<input type="text"/>
45 to 55 y/o	<input type="text"/>
+ 55 y/o	<input type="text"/>
total	<input type="text"/>

* **15. How many maintenance technicians are currently working at your company with educational degree EQF - Niveau 6 (Bachelor) on temporary bases? And what is their age?**

until 24 /o	<input type="text"/>
25 to 34 y/o	<input type="text"/>
35 to 44 y/o	<input type="text"/>
45 to 55 y/o	<input type="text"/>
+ 55 y/o	<input type="text"/>
total	<input type="text"/>

* **16. How many maintenance technicians are currently working at your company with educational degree EQF - Niveau 7 (Master) on temporary bases? And what is their age?**

until 24 /o	<input type="text"/>
25 to 34 y/o	<input type="text"/>
35 to 44 y/o	<input type="text"/>
45 to 55 y/o	<input type="text"/>
+ 55 y/o	<input type="text"/>
total	<input type="text"/>

* **17. How many maintenance technicians have left the company before their retirement within the past 5 years with educational degree EQF - Niveau 4 (Secundair/MBO4)?**

until 24 /o	<input type="text"/>
25 to 34 y/o	<input type="text"/>
35 to 44 y/o	<input type="text"/>
45 to 55 y/o	<input type="text"/>
+ 55 y/o	<input type="text"/>
total	<input type="text"/>

*** 18. How many maintenance technicians have left the company before their retirement within the past 5 years with educational degree EQF - Niveau 4 (Secundair + Sense)?**

until 24 /o	<input type="text"/>
25 to 34 y/o	<input type="text"/>
35 to 44 y/o	<input type="text"/>
45 to 55 y/o	<input type="text"/>
+ 55 y/o	<input type="text"/>
total	<input type="text"/>

*** 19. How many maintenance technicians have left the company before their retirement within the past 5 years with educational degree EQF - Niveau 6 (Bachelor)?**

until 24 /o	<input type="text"/>
25 to 34 y/o	<input type="text"/>
35 to 44 y/o	<input type="text"/>
45 to 55 y/o	<input type="text"/>
+ 55 y/o	<input type="text"/>
total	<input type="text"/>

*** 20. How many maintenance technicians have left the company before their retirement within the past 5 years with educational degree EQF - Niveau 7 (Master)?**

until 24 /o	<input type="text"/>
25 to 34 y/o	<input type="text"/>
35 to 44 y/o	<input type="text"/>
45 to 55 y/o	<input type="text"/>
+ 55 y/o	<input type="text"/>
total	<input type="text"/>

Educavia: job market survey MRO-sector

Future statistics

- * 21. How many maintenance technicians will be **retiring within the next 5 years** with educational degree EQF - Niveau 4 (Secundair/MBO4)?

Early retirement	<input type="text"/>
Normal retirement	<input type="text"/>
Total	<input type="text"/>

- * 22. How many maintenance technicians will be **retiring within the next 5 years** with educational degree EQF - Niveau 4 (Secundair + Sense)?

Early retirement	<input type="text"/>
Normal retirement	<input type="text"/>
Total	<input type="text"/>

- * 23. How many maintenance technicians will be **retiring within the next 5 years** with educational degree EQF - Niveau 6 (Bachelor)?

Early retirement	<input type="text"/>
Normal retirement	<input type="text"/>
Total	<input type="text"/>

*** 24. How many maintenance technicians will be retiring within the next 5 years with educational degree EQF - Niveau 7 (Master)?**

Early retirement	<input type="text"/>
Normal retirement	<input type="text"/>
Total	<input type="text"/>

*** 25. How many new maintenance technicians will your company need in de next 5 years?**

EQF - Niveau 4 (Secundair/MBO4)	<input type="text"/>
EQF - Niveau 4 (Secundair + Sense)	<input type="text"/>
EQF - Niveau 6 (Bachelor)	<input type="text"/>
EQF - Niveau 7 (Master)	<input type="text"/>

*** 26. How many maintenance technicians internships/trainees will your company need in de next 5 years?**

EQF - Niveau 4 (Secundair/MBO4)	<input type="text"/>
EQF - Niveau 4 (Secundair + Sense)	<input type="text"/>
EQF - Niveau 6 (Bachelor)	<input type="text"/>
EQF - Niveau 7 (Master)	<input type="text"/>

Thank you for your time and information.

**Kind regards,
Educavia Team**