

Welcome



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The webinar will begin shortly – please wait.

How to best prepare for a career in aerospace & aviation following a crisis

Wednesday 6th May 2020 | BST/3pm

Chaired by Nicholas Davis, Employability & Skills Executive, RAeS

Panelists:

Arpad Szakal MR AeS
Jenny Edwards AR AeS
Rosalind Azouzi
Rishi Radia AMR AeS





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Overview:

- **3-4pm – Speaker presentations from Nicholas Davis, Arpad Szakal and Jenny Edwards**

Q&A session will begin at approximately 4pm

- Please add your questions to in the ‘questions function’ as we go along, these will be answered in the Q&A
- We will try to answer as many as possible in the timeframe.
- Please email us at careers@aerosociety.com if your question couldn't be answered.
- Useful resources are available for you in the ‘handouts’ tab throughout the webinar

Welcome



1. **Introductions – All**
2. **Theme 1: COVID-19's impact on the UK/European Aviation & Aerospace Industry – Arpad Szakal**
3. **Theme 2: UK Industry Landscape, what will the sector look like/recovery? – Nicholas Davis & Arpad Szakal**
4. **Theme 3: What are the most sought after disciplines at present and what are organisations looking for in terms of skills & experience? – Arpad Szakal**
5. **Theme 4: Job & Internship search skills – how do you do it in an industry downturn & the importance of being nimble – Arpad Szakal**
6. **Theme 5: Effective networking – why an industry downturn is a good time to build relationships – Arpad Szakal & Jenny Edwards**
7. **Theme 6: What is a portfolio career and how do you structure it: full-time add-ons, anchor roles & side gigs, multiple part-time roles & side hustles – Arpad Szakal**
8. **Theme 7: Your Early Career Journey – Jenny Edwards**
9. **Theme 8: What can you be doing in downturn to prepare for the upturn – CVs and other hints & tips – Nicholas Davis**
10. **Q&A session**



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Arpad Szakal

Aviation & Aerospace Lead | Cellence Plus, a
Laing O'Rourke Company



COVID-19's Impact on the Aviation & Aerospace Job Market



COVID-19's Impact on Aviation & Aerospace Job Market



- Economic impact indiscriminate – all parts of the industry (MROs, caterers) and all types of workers hurt (furloughed or laid off)
- Travel & Tourism worldwide (\$10tr industry) is being 'put on hold'
- Biggest industry players (Lufthansa, AF-KLM) are being bailed out by governments
- Already fragile environment with recent airline failures like Air Italy, Flybe and Thomas Cook
- In Europe, nearly 1 out of 5 pilots is on a [precarious contract](#)
- Change in the form of employment: such as 'self-employed' personnel and precarious contractors and agency workers
- Fewer formal sector jobs. More of us have to see ourselves as self-employed, if not as entrepreneurs.
- Increased competition for fewer opportunities



"Deeper Revenue Hit from Covid-19" – IATA

Region of airline registration	RPKs 2020 (vs 2019 year-on-year change)	Passenger revenue \$ billion 2020 vs. 2019 levels
Asia-Pacific	-50%	-113
North America	-36%	-64
Europe	-55%	-89
Middle East	-51%	-24
Africa	-51%	-6
Latin America	-49%	-18
Industry	-48%	-314

Global traffic volume slashed by this scenario is equivalent to 2009 values

\$214 billion revenue hit is equivalent to 50% of original 2019 revenue projections

ASCEND BY CIRCUM



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Nicholas Davis

Employability & Skills Executive | Royal
Aeronautical Society



UK Industry Landscape – Recovery

UK Industry Landscape – Recovery



- Aerospace, Defence and Space companies have been mobilising to assist in vital medical supplies and equipment to help fight Covid-19, including, Meggit, GKN, Airbus & Thales.
- **OEMs and aftermarket** – all have been impacted by the disruption, hard to predict what will happen next, the longer-term outlook remains positive as growth is still predicated to be high, particularly in emerging markets, such as Asia. The retention of new and key skills is still a high priority.
- **Sustainability** – there will also be a requirement on all stakeholders to refocus efforts on creating a sustainable future for flying – from aircraft design to air transport management solutions
- **Airlines/Aviation** - The full impact of Covid-19 is still unknown at this stage, which makes it hard to predict the future outcome, positive is that some parts of industry went into this crisis in a very strong position.





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**Where are the jobs in Aviation &
Aerospace?**

Where are the jobs in Aviation & Aerospace?



Main Players: Airbus Defence & Space, BAE Systems, Bombardier, Cobham, GE Aviation Systems, GKN Aerospace, Rolls-Royce, Leonardo MW, QinetiQ, Thales, Boeing UK, Lockheed Martin

Key Growth Sectors:

- **Aerospace:** Average annual earnings of £43,000 (45% higher than the UK average) 111k direct employees, 3.8k apprentices, generates £35bn in exports
- **Defence:** UK is the 2nd largest global defence exporter and holds 14% of the global market share (2018) 135k direct employees and 4.4k apprentices
- **Security & Resilience:** 114 k direct employees and 3k apprentices
- **Space & Telecoms:** 40% of all small satellites currently in orbit were manufactured in the UK, 42k direct employees and 1.5 apprentices
- **Travel Technology & Innovation:** Sitata, Face ++, Automation Hero
- **Maintenance, Repair, Overhaul (MRO)**





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UK Aerospace Industry Landscape – Primes, SME's & Supply Chain





- Airframe design and manufacture
- Component manufacturing & design:
- Wings; Engines; Systems; Equipment
- **Design and innovation:**
 - Materials; aerodynamics; propulsion; software and flight systems are UK strengths
- Flight testing and flight simulation
- Space engineering
- Civil/Military applications
- Environment and Sustainability
- Air power
- Commercial, project management and leadership programmes



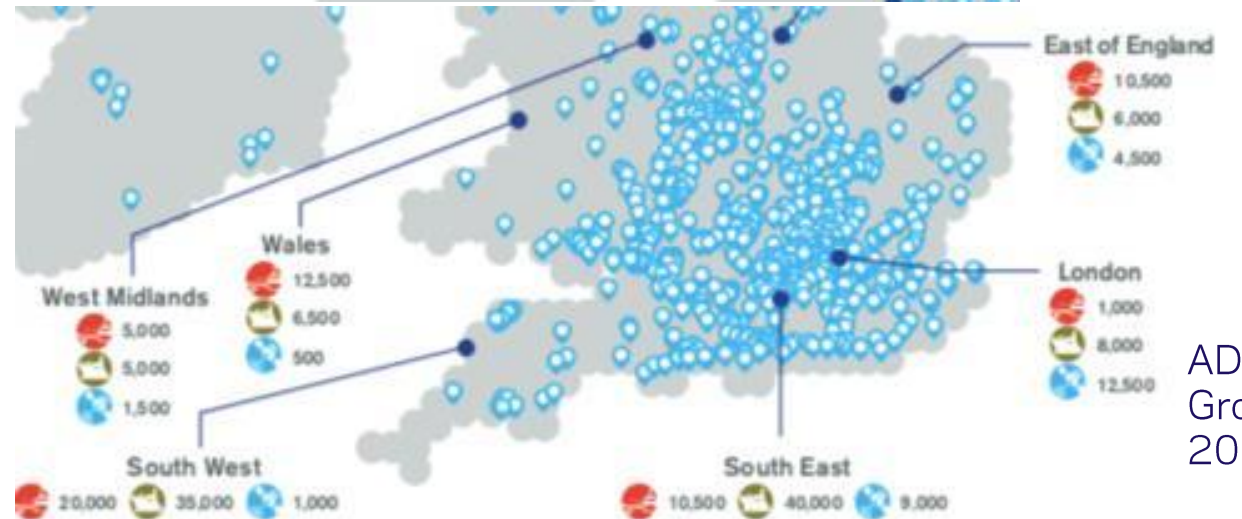
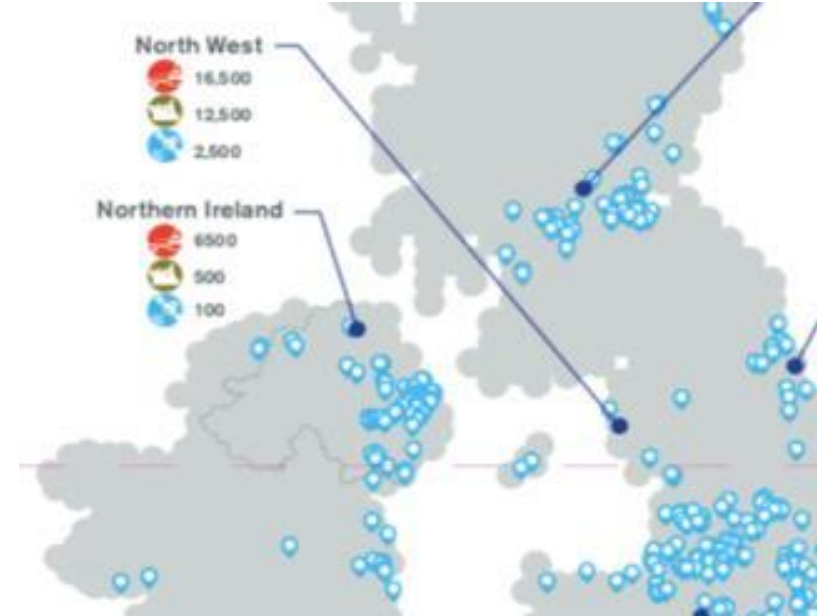
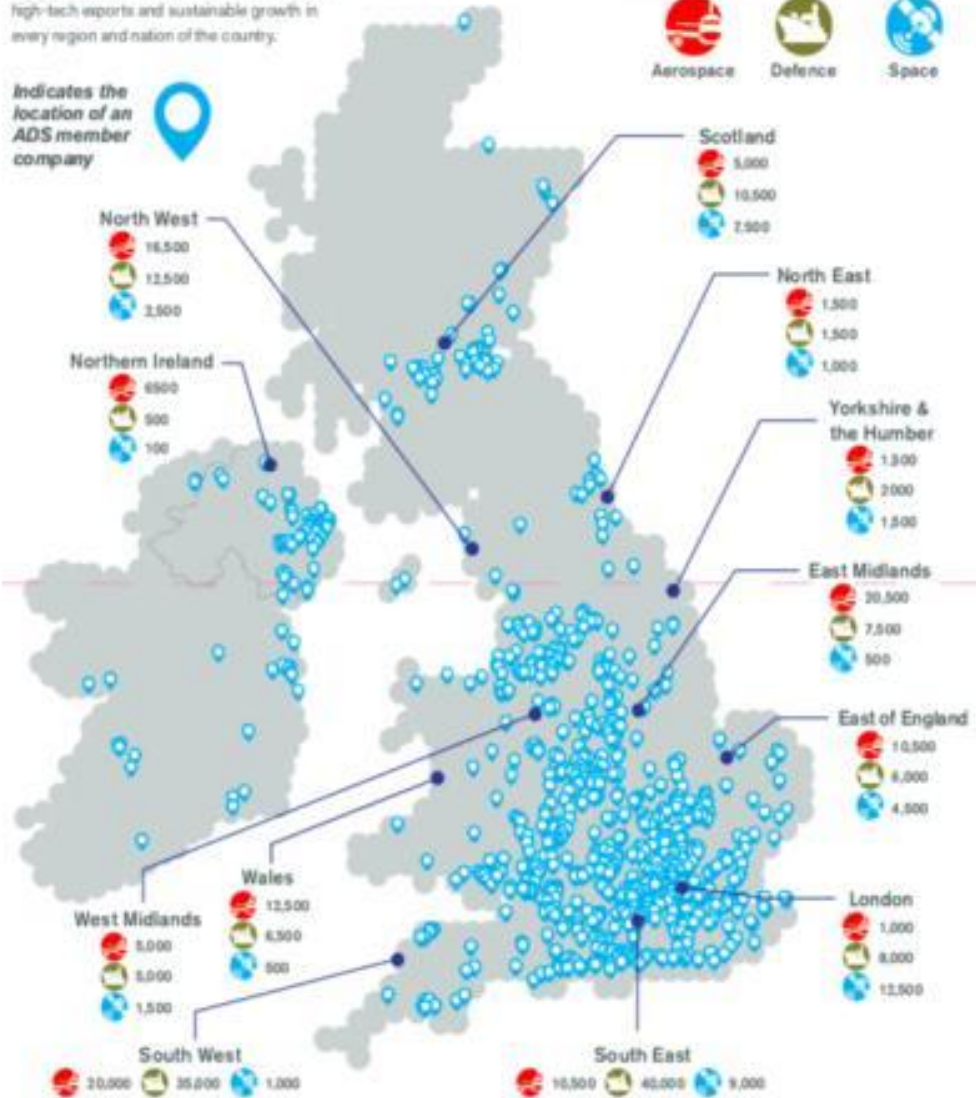
UK Industry Landscape - Primes, SMEs & Supply Chain



Together the UK's aerospace, defence, security and space companies generate well-paid jobs, high-tech exports and sustainable growth in every region and nation of the country.

Indicates the location of an ADS member company

Number of direct jobs across industry in:



ADS Group, 2018

Midlands Airbus A380 Suppliers

Key:

| Wings

| Engine

| Fuselage

| Other

Aero Engine Controls

Slat motor drive electronics
Birmingham

Bromford Industries

Wing aileron and flap motor housings / Aero-engine parts
Birmingham/Leicester

Eaton Aerospace

Flexible hose assemblies, rigid pipes
Redditch, Worcestershire

Flowmaster

Fluid systems analysis tool
Towcester, Northamptonshire

GE Aviation

Highlift actuation system for wings
Wolverhampton

Bulwell Precision Engineers

Fuel and hydraulic pipes, machined parts
Pinxton, Nottinghamshire

Goodrich Actuation Systems

Slat wing tip brake, slat power control unit, motor control electronics
Wolverhampton

Jonathan Lee Recruitment

Recruitment of skilled staff
Stourbridge, Worcestershire

HS Marston Aerospace

Galley evaporators / Air cooled oil coolers / Fuel hoses
Wolverhampton

TRW Conekt

EMC Testing
Solihull

Technoset

Precision machining
Rugby, Warwickshire



Greene, Tweed & Co.

Sealing systems
Ruddington, Nottinghamshire

Meggitt Aircraft Braking Systems

Nose wheel and major brake components for all wheels plus advanced carbon heat packs
Coventry

Industrial Measurements Ltd

Torque-measuring equipment
Castle Donington, Derbyshire

Timet UK

Bearings
Birmingham

Jet Blades Engineering

Titanium fuselage parts and engine parts
Ilkeston, Derbyshire

Strand Engineering

Engineering for wing parts
Malvern, Worcestershire

NDT Services

Non-destructive testing of components
Kegworth, Derbyshire



UK has a large aerospace supply chain with aerospace ‘hotspots’ of SMEs around the UK. Visit:

- **Midlands** – Midlands Aerospace Alliance (MAA)
- **South West of England** – West of England Aerospace Forum (WEAF)
- **North West of England** – North West Aerospace Alliance (NWAA)
- **South East of England** – Farnborough Aerospace Consortium (FAC)
- **Wales** – Aerospace Wales
- **UK-wide incl. special Northern Ireland and Scotland offices** – ADS Group
- **UK Space** – ukspace.com & space.ktnlandscapes.com





Aviation covers a broad range of companies including business aviation, maintenance, repair and overhaul (MRO)

In and around airports and aerodromes across the UK from Heathrow to Aberdeen, Biggin Hill to Manchester

- **Airlines UK** – UK-registered airlines
- **BBGA** – for business and general aviation
- **AOA** – airport operators
- **AOPA** – aircraft owners and pilots
- **LAA** – Light Aircraft Association





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**What employability skills aerospace
employers are looking for?**



“21st Century Skills”

- **Adaptability and Flexibility** - there will be few “jobs for life.”
- **Tech Savviness** – familiarity with artificial intelligence, big data, the Internet of Things, virtual and augmented reality, and robotics
- **Creativity & Innovation** - human ingenuity to invent, dream up new products and ways of working. Human creativity is going to be essential
- **Digital & Coding Skills** - digital transformation of organizations got a boost because of coronavirus; therefore, professionals with digital skills, including coding, web development, and digital marketing, will become even more important
- **Emotional Intelligence (EQ)** - the ability to be aware of, express, and control our emotions and be aware of others' emotions. Individuals with strong EQ will be coveted by organizations of all sizes and in all industries.
- **Commit to a Lifetime of Learning** - there's only one way to remain relevant in a post-coronavirus reality: commit to a lifetime of learning.
- **Critical Thinking** - people who can objectively evaluate information from diverse sources to determine what is credible will be valued.



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Job Search Preparation & Strategy





- **Self Review** – what are your long & short term professional goals? Be honest with yourself
- **Personal Brand & Unique Value Proposition** – your special skills & experience
- **Research the “Right Fit”** – Values & Culture are Important!
- **Resume/CV, Online/Social Presence & Other Career Documents** – tell the reader what your career goals and unique selling points are (marketing)
- **Activate Your Network** – don’t wait until you already need a job
- **References** - think about them early!
- Utilise Referrals, Informational Interviews, Face to Face Networking, Social Media, Cold Outreach



Tips to Stand Out

Do your research

Find out about the company, the roles and the eligibility requirements before you start the application. Be prepared to elaborate on your reasons for choosing the role and the company.

Be honest and accurate

Filling out your personal, education and work experience details is tedious. Read each question carefully, don't skip anything, answer honestly and make sure it all lines up with what's on your CV.

Highlight your achievements

Use your answers to tell employers about your skills and qualities. Emphasise your achievements, positions of responsibility, hard work and motivation. Don't be afraid to mention quirky activities and interests

Draft your answers

For longer questions, write your answers in Microsoft Word first and take advantage of the spellchecker. Read through each answer, ensure you've answered it fully and check for any mistakes before you write it into the online form.

Don't copy and paste

It's tempting to build up a bank of answers from past applications that you can copy and paste into new ones at will.

Check spelling and grammar

You can usually review each section of your application form before you submit it. Error-ridden applications are often instantly rejected.



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Job Search Preparation & Strategy – Assessment Centres





**PLEASE NOTE: THIS IS NOT OFFICIAL LOCKHEED
MARTIN ADVICE.**

**PLEASE DO NOT ASSUME FOLLOWING THESE
GUIDELINES WILL GUARANTEE YOU A JOB WITH OUR
COMPANY.**





The Application

- Plan!
- Your CV needs to be informative, but not a novel
- Have a base CV/cover letter that can be adapted for different jobs
- Proof read
- Why are your experiences important?
- Some companies have online assessments along with CVs and cover letters – remember to factor in enough time for this
- Don't try to guess what they want to hear
- **In this situation, try to think about what you could do to strengthen your CV**

WHAT MAKES YOU STAND
OUT?



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Job Search Preparation & Strategy - Networking





Networking on Social Media

- **Keep Your Profiles Up – to – Date** – personalise & show what makes you unique
- **Interact With Your Network Often** – share blogs, events, presentations
- **Become a Thought Leader** – position yourself as an expert on a topic/ add value to your audience
- **Meet Targeted Connections Face-to-Face** – build meaningful relationships
- **Set Networking Targets with Deadlines** (i.e. meet one contact from industry each week)





In-Person Networking

- **Events/Guest Lecturers** – conference, trade shows, seminars, meetings
- **Define Your Goals** – who are the most *relevant* people to meet? Why?
- **Get Prepared** – do your homework on your target individuals/ companies
- **Make a Connection** – build rapport
- Make the relationship *mutually* beneficial – don't just take!
- **Don't Forget to Follow Up** – via email and on social media (LinkedIn etc.)
- Approach new contacts with the attitude “**how can we help each other**”?
- Don't expect favours without **giving something in return**
- It's about **helping, sharing, finding common ground** and **being a good listener**





Some additional thoughts....

- Stay on top of mind with your connections by **following up** regularly
- **Keep track** of key new contacts, collect business cards etc.
- Use JibberJobber Career Management tool to manage all your contacts and build in reminders for yourself
- **Build visibility** by speaking at professional events, publishing articles online, blogging/guest blogging
- Look toward forming **co-mentorships** in which you support each other
- **Find allies and champions.** A strong network supports and advocates for you.
- It helps you sell your ideas across the organization, promotes you for new opportunities.



Your “Career Board of Directors”

Trusted individuals you can ask to be on your **resource team** who can assist with career strategies, special training or network building.

- **Motivator:** your cheerleader and provider of support and inspiration, even when the going gets tough. He/she will give you a renewed sense of energy and help you play to your strengths.
- **Trainer:** This board member has significant experience as a leader and can advise and counsel you with best practices when transitioning into new roles.
- **Accountability Master:** This person will hold you to task and can also help you step out of your comfort zone to take a risk and embrace change.
- **Proofer:** Whether you are sending out a resume, cover letter or portfolio for a new job lead, have someone proof your work before you push send.
- **Connector:** If you are in transition or just wanting to learn about a career different from your own, this person has a vast network and can make introductions on your behalf for informational interviewing, job shadowing and other referrals.
- **Strategist:** You need a visionary who will help you map out your big picture career path and assist you with implementing a plan to achieve those goals.



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Job Search Preparation & Strategy - Assessment Centres



Forms of Exercises You Can Expect

- **Psychometric tests** – most common types: *verbal reasoning* tests
- **Virtual Assessment "Games"** - interactive quizzes, company-related quests, behavioural tests, and other industry challenges. Aim is to make the screening mechanism more conversational, entertaining and meaningful.
- **E-tray exercises** - computer-based job simulation tests which place candidates in a fictitious workplace scenario, requiring them to respond to emails, prioritise tasks and provide recommendations.
- **Group exercises** - allow assessors to observe how candidates solve problems, cooperate with others and work under pressure.
- **Case study exercises** - assess a candidate's analytical skills, problem-solving ability and innovative thinking by providing them with a workplace-relevant issue and requiring the candidate to address it.
- **Role-play exercises** - simulate a meeting or professional interaction with a client, colleague or opposing lawyer. Assessors are looking at how candidates behave, react and conduct themselves in high-pressure situations, often involving negotiation.
- **Presentation exercises** - typically last between 10 and 20 minutes, usually with the use of slides permitted, and will be followed by probing questions from the assessors. Some firms only reveal the topic on the day.
- **You can practice tests employers use** @ <https://www.assessmentday.co.uk/>



Assessment centres/interviews

- Do your research on the company
- Re-read your CV and know what's on it
- Use the STAR method for interview questions
- Even if you may not know an answer, try to explain your thinking
- Team tasks: you need to contribute, but not to dominate
- Take time to think through the scenario
- Acknowledge good ideas, build off bad ideas
- You are always being observed (not in a scary way!)
- **Many companies are now interviewing via Skype or phone**

REMEMBER THAT THIS IS A
CHANCE FOR YOU TO
ASSESS IF YOU WANT TO
WORK THERE TOO!



Top-Tips

- **Prepare** - research the firm & people before applying!
- **Practice** - do practice test & exercises. Consider the selection criteria that the recruiters are using. Look at the questions on their application form
- **Stay updated on current events** - both firm news and current legal issues. Interview questions, presentation topics and case study materials are likely to originate from recent news stories.
- **Learn about the firm & its culture** - recruitment is a two-way process. An assessment centre is the perfect opportunity for you to find out more about the firm. Ask current trainees and partners about the culture.
- **Be yourself** and don't pretend



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Your early career journey





MANAGING YOUR EARLY CAREER

- Take advantage of all the opportunities available to you
- Look for ways to expand your learning
- Don't be afraid to ask for advice
- Find mentors
- Practise networking whenever the opportunity arises
- It is okay if you don't know exactly where you want your career to go, but it is useful to be thinking about your goals and next steps
- Be mindful of your work/life balance
- Try not to compare yourself to others

**DON'T BE AFRAID TO TRY
EVEN IF YOU MIGHT FAIL!**



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**What can you be doing in downturn
to prepare for the upturn?**

What can you be doing in downturn to prepare for the upturn?



Making the most out of your CV

Generally speaking, TWO pages; clear, logical structure:

1. Name (heading)
2. Contact details incl. mobile and sensible e-mail; Linked In
3. Objective/Personal Profile – tailored to needs of the employer!
4. Education – reverse chronological order

5. Work Experience/ Employment History
- could break down if you have different types of experience
6. **Skills section**
7. Other interests/info
8. Two referees – one academic and one professional

Check for spelling, punctuation and grammar!

N.B. As your career progresses, the format will change.
You can visit the RAeS for help developing your CV as your career evolves

What can you be doing in downturn to prepare for the upturn?



- **Be active, but selective.** Don't be tempted to go into panic mode and apply for everything and anything. Match roles with your skill set. Make each application count.
- **It never rains forever.** We've all been caught in a storm and know it passes. Some companies that have cut hard will need to hire fast when they see a glimmer of light at the end of the tunnel. Be prepared.
- **Work out what your transferable skills** are and whether these could be applied to different roles and sectors.
- **Flexibility is key.** The chances of finding your perfect job, in the perfect location, that pays well are slim. Something may have to give.
- **Be visible. Keep in touch** with recruiters and airlines you are applying to, but don't overdo it. It's a fine line between staying on the radar and being a nuisance.
- **LinkedIn is your shop window.** Put as much effort into your profile as you would your CV. Think before you link to, like or comment on anything on social media.
- Use any downtime to **make yourself more employable by upgrading your skills and knowledge.** And keep informed by reading aviation publications and web sites.



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How to Manage the Emotional Roller Coaster of a Job Search?



Strategies to Manage Your Emotions



- **Know what's coming.** Know from the start that you will experience swings in activity and emotion will help prepare you to better anticipate and handle them when they do occur.
- **Process your emotions.** Engaging in activities like mindful meditation or journaling can help you process negative emotions as they arise.
- **Get support.** Have someone to talk to throughout your job search, (career coach, therapist or a job-search work group) to provide much-needed emotional support, beyond that of friends and family.
- **Engage in energizing activities.** Make sure your days include activities that energise you, such as exercise, listening to music or some other activity that revitalises you.
- **Put things into perspective.** Seeing this perspective can help de-personalise the situation and mitigate the negative emotions surrounding it.
- **Mentoring.** You can engage with other people who are from the sector and can provide various degrees of support, including ensuring that reach your full potential in your career.



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Thank you for listening

Questions?

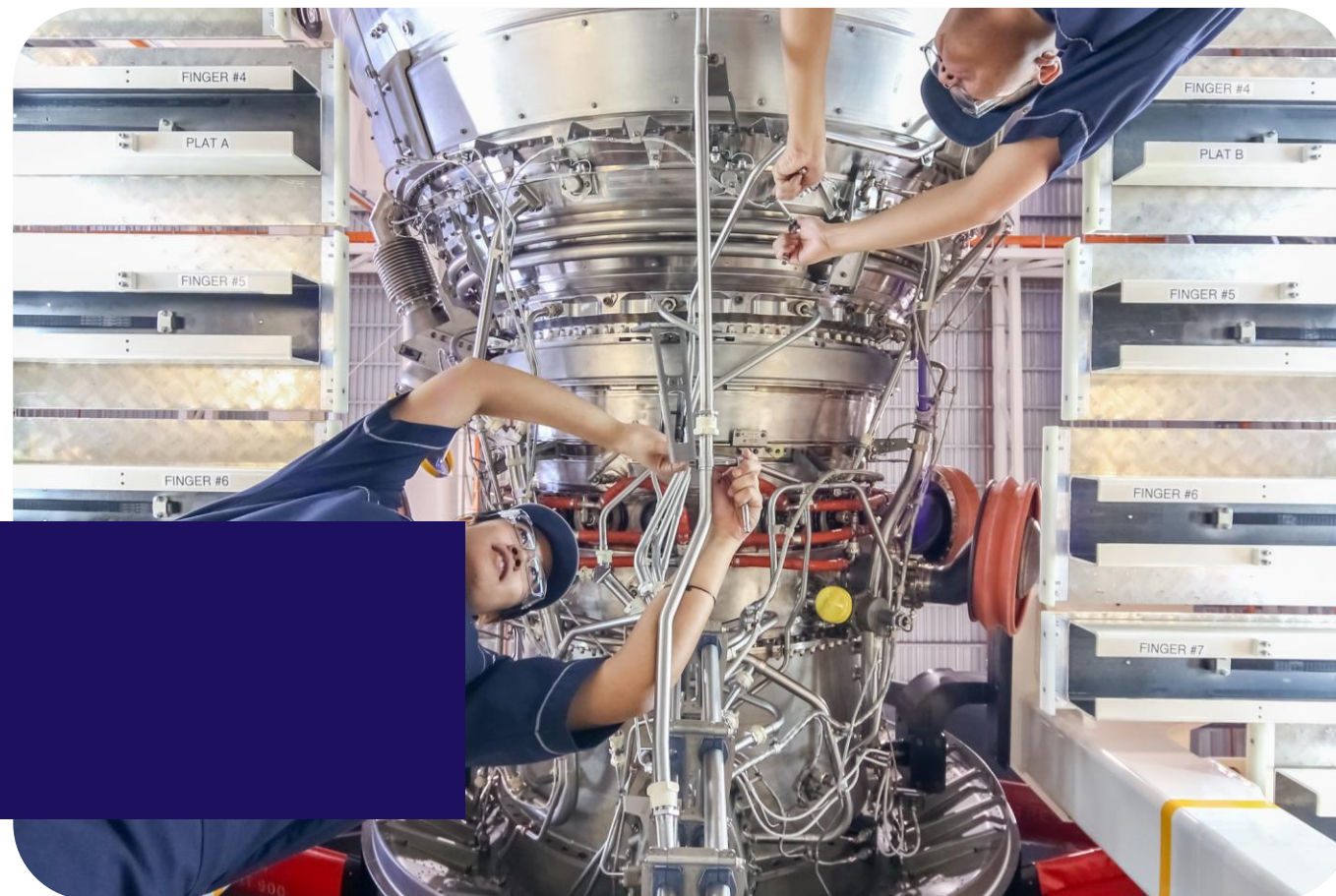




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Head of Skills & Careers | Royal
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Summary



Thank you for listening



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- Questions that we were not able to answer, please email them to us at careers@aerosociety.com
- The recording of this webinar will be available afterwards via the Royal Aeronautical Society YouTube channel.
- We ask if you can kindly complete the short survey you will receive by email following this webinar.
- Visit www.careersinaerospace.com for further news and events as well as resources to help you prepare for employment